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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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Censure Watch

CAUT begins censure process against the University of Manitoba & Winnipeg Regional Health Authority.

THE administrations of both the University of Manitoba and the Winnipeg Regional Health Authority face censure by CAUT in November over their treatment of Dr. Larry Reynolds.

Delegates to CAUT's council meeting last month voted to give notice to the institutions that unless Reynolds' situation is suitably resolved censure will be imposed at the next council meeting.

The unanimous vote came after delegates discussed the findings of an ad-hoc committee of inquiry that concluded the U of M and the health authority terminated Reynolds' position without just cause or due process.

"To date we've not had much cooperation in our efforts to resolve Dr. Reynolds' case, so council has made its decision to pursue censure of the administrations of both the university and the health authority," said CAUT executive director James Turk.

"We wrote to both parties April 26 to inform them of the council decision, to urge them once again to work with us to find a resolution that

See CENSURE WATCH Page A6 →



Tenured professor Larry Reynolds was dismissed from his post at the University of Manitoba's faculty of medicine in 2008.

Menace de blâme

L'ACPPU entame la procédure de blâme contre l'Université du Manitoba et l'Office régional de la santé de Winnipeg.

L'ACPPU pourrait imposer un blâme aux directions de l'Université du Manitoba et de l'Office régional de la santé de Winnipeg en novembre prochain si celles-ci ne consentent pas à rétablir le Dr. Larry Reynolds dans ses fonctions.

Les délégués à l'assemblée du Conseil de l'ACPPU tenue le mois dernier ont adopté une motion demandant de notifier les établissements qu'une sanction de blâme leur sera imposée à la prochaine assemblée du Conseil si la si-

tuation du Dr. Reynolds n'est pas réglée comme il se doit.

Le vote unanime est intervenu après que les délégués eurent discuté des conclusions d'un comité d'enquête spécial, à savoir notamment que l'Université du Manitoba et l'Office de la santé ont mis fin aux fonctions du docteur sans motif valable et sans procédure équitable.

« Nos efforts en vue de régler la situation du Dr. Reynolds n'ayant jusqu'ici guère trouvé d'écho auprès des établissements concernés, le Conseil a décidé d'entamer la procédure de blâme contre les directions de l'université et de l'Office de la santé », a expliqué le directeur général de l'ACPPU, James Turk.

« Nous avons écrit aux deux parties le 26 avril pour les informer de la décision du Con-

seil, leur demander instamment à nouveau de collaborer avec nous à la recherche d'une solution acceptable pour toutes les parties et les inviter à nous rencontrer à nouveau pour examiner les options possibles ou prendre toutes autres mesures utiles », a-t-il dit. « Nous voulons faire en sorte que le Dr. Reynolds soit traité convenablement, c'est-à-dire, selon nous, qu'il soit réintégré dans le poste de professeur de médecine titulaire, permanent et plein temps géographique qu'il occupait avant que des mesures inappropriées ne soient prises à son encontre. »

Si la sanction de blâme est effectivement appliquée en novembre, l'ACPPU encouragera

Voir MENACE DE BLÂME à la page A5 →

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COMMENT OPINIONS

Workload exaggerated

The scenario that starts Tim Birkhead's article "I Feel Like a Marked Man" (*Bulletin*, April 2010) is that he was asked to mark 500 essays in 24 hours. The article then goes on to other unrealistic and exaggerated accounts of a professor's overworked, stressed-out, frustrated life presented in the form of a conversation with the on-the-brink-of-a-mental-breakdown professor's therapist.

The marking scenario has no reality as professors are not "asked" to mark papers. They are expected to mark the exams they choose to give their students, depending on the size of the class, within a week or two. In the case of a class with 500 students, which is not the norm but an exception, the time allocation would be closer to two weeks than one, and likely there would be multiple markers. No university administrator, who is normally a professor himself or herself, is stupid enough to expect one professor to mark 500 essays in 24 hours. This just doesn't happen.

In the real academic world, exams occur at the most three times in a typical four-month term. So, within a four-month period, a professor spends somewhere between two to six weeks marking exams. During this period, professors don't have to write reference letters or look at student CVs; there is plenty of time to do that during the rest of the term.

Normally, professors do not mark assignments. They have teaching assistants and markers to do that. So, assign-

ments do not take a professor's time other than preparing the questions (which are commonly recycled or come from a textbook).

Furthermore, professors teach only two out of the three terms in a given year, so there is one term when they have no teaching duties and no marking whatsoever.

Thus, throughout the year, professors have plenty of time to do research, to develop and update their course materials, to attend meetings that they choose, and write a few reference letters (which also get recycled).

To portray the job of a university professor as a perpetually high-stress, frustrating and heavy workload job is incorrect. The first 10 to 12 years of a professor's career are stressful and require hard work, but once one learns the ropes and develops course materials and an established research program, the stress and workload become comfortably manageable.

We have an excellent, enjoyable and enviable career from whichever angle one looks at it. We teach what we know best and teach it in the way we believe is right, we do research in what we find interesting, we deal with curious and enthusiastic young people (with some exceptions) who think highly of us (with some exceptions), and we don't have a "boss" telling us what to do, or how and when to do it. On top of all of this, we are well paid.

Pretending that professors are stressed-out, overworked people who are permanently on the borderline of a breakdown is misleading. Those who are

stressed-out are probably in the wrong line of work.

Exaggerated fictional accounts of a professor's work life as presented by Birkhead only makes us look like unprofessional crybabies.

V. Ismet Ugursal
Mechanical Engineering
Dalhousie University

Tim Birkhead replies

If Ismet Ugursal were a regular reader of *Times Higher Education*, where my article was first published, he would know that the article was written partly tongue in cheek, but with a serious point.

It is also clear from his letter that being a professor at Dalhousie must be a very different experience from being one in the UK at the present time.

Tim Birkhead
Animal & Plant Sciences
University of Sheffield

Correction

An article last month about the University of Ottawa referred incorrectly to a salary increase for university administrators. It is the administration's budget that increased by more than 30 per cent last year, not salaries for the university's administrators.

Dans le numéro du mois dernier, l'article sur l'Université d'Ottawa fait erronément mention d'une augmentation des salaires des dirigeants de l'université. C'est le budget de l'administration centrale qui a augmenté de plus de 30 % l'an dernier et non les salaires des dirigeants.

COMMENTARY

'Customer' Isn't Always Right: Market Model Could Lead to Disaster



By NEAL CURTIS

CURRENT dogma states that all aspects of society should be subject to the principles and logic of marketization, and part of this dogma — which is gaining wider currency within higher education — is the belief that quality can be improved through adoption of the customer model. Fortunately, at the University of Nottingham, the particularity of the student-teacher relationship has not yet been subsumed by the misguided belief that learning is just another version of the more transcendental relation of supply and demand.

Of course I believe improvements can be made to my own teaching, and I know my colleagues commit a great deal of time to rethinking lectures — introducing new research and practical examples that help students to grasp the material we present.

We are committed to student feedback and to new technologies, and are

not afraid to rewrite courses or even entire programmes in response to social and cultural changes and the ever-changing needs of students heading into a competitive job market.

However, this is all part of "old-school" pedagogy. We do not have to think of our students as customers to ensure our classes are interesting, informative and accessible.

There is a big problem with the customer model in the academy. It is like going into a store to buy a television, expecting the saleswoman to say which one is best value for money, only for her to smile and say: "I suggest you buy What Television, Gadget Monthly and Domestic Technology Times. I'd like you to read the various reviews, make notes and begin to assess the pros and cons of the TVs on offer. Come back in a couple of days and I'll help you make your choice."

Of course, my reply would be: "No. I have £500. I want to buy a TV, and I want you to tell me which one is best."

My concern is that our drive for quality based on the customer model will eventually lead to similar exchanges

between academics (salespeople) and students (customers), so that in the not-too-distant future, it will become unthinkable, for example, to send students to the library to do basic research.

This is a policy blind spot. No one is thinking through the implications of what it means to base education on this model. There is a possibility that the drive for quality will destroy it by getting rid of the student-teacher relationship that underpins it. The greatest irony is that the extension of the customer model beyond the business world will eventually produce students who are unequipped for life in that world.

We are constantly told that we need innovative and creative people who can challenge the accepted way of doing things — independent, critical thinkers who will make up the next generation of entrepreneurs. Instead, the customer model threatens to breed dependent, risk-averse students who see no reason for independent, self-motivated learning because they have paid someone to do it for them.

See MARKET MODEL Page A7 →

PRESIDENT'S COLUMN

Nothing Casual about Academic Work



By PENNI STEWART

In academia, it is common to distinguish between full and part-time work. A notice of motion before CAUT Council last month challenges us to rethink this nomenclature. The motion submitted by CUPE Local 3902 at the University of Toronto, called on CAUT to replace "full-time" and "part-time" terms of employment with "regular" and "contract" academic staff in CAUT policies, model clauses and communications.

Dr. Leslie Jermy, one of the motion's sponsors, is a member of the CAUT Executive's advisory committee on contract academic staff and the Unit 3 representative at CUPE 3902. She notes that at conferences and other CAUT events, members regularly talk about full-time and part-time faculty as if these categories capture the reality of contemporary academic work. In fact, she argued, although "full-time" may still describe a category of

tenure-track and full-time contractual appointments, it is misleading to describe everyone else — the increasingly large contingent workforce — as "part-time."

"There is nothing part time about my job," says Dr. Jermy, who regularly teaches three or four full-year courses in anthropology, most at the University of Toronto. She has been teaching on contract since she received her doctorate 15 years ago. Although her union has successfully negotiated a number of protections, Leslie still must apply for her courses on a yearly basis, and suffers all the small and large indignities that come with "casual" status.

She has office space "in so far as possible," has little or no support for course preparation or student supervision, limited job security and benefits and perhaps most important her income is barely enough to make ends meet. It also means giving up holiday time because she is teaching year-round.

Casualized academic staff are also vulnerable to the vicissitudes of the educational market. A number of

universities — Leslie's included — have recently announced language program closures, many of whose classes are taught by contract academic staff. Leslie remains active in scholarly research and service and, given her heavy teaching load, her work has literally become her life. Not surprisingly, recent studies on work-life balance have shown that contract academic staff are paying a heavy price with health issues and stress.

Leslie's long career as a contract academic staff is not atypical of the increasingly casualized academic workforce in Canada and globally. This year, in the United States more than 75 per cent of academic positions are off the tenure track and the number worldwide is close to 80 per cent. At the larger Canadian universities, the figure is reaching 50 per cent. Many individuals like Leslie, who came into the labour market in the early 1990s, expected tenure eligible positions once the cohorts of faculty hired in the mid-to late 1960s reached retirement age.

Not predicted was the worldwide movement restructuring post-second

dary education, as ascendant neo-liberal governments adopted corporate models in universities and colleges, while reducing per-student spending. This restructuring was neither automatic nor the inevitable consequence of economic downturns or a losing contest with health care for government dollars. Rather, it signaled a new policy direction for governments.

Casualization is unraveling the fabric of the academic profession by creating a two-tier workforce, where a minority practice their academic craft and the casualized majority do most of the undergraduate teaching. In some provinces there is musing about going the next step to create "teaching only" institutions. Academic freedom, which has long been understood to depend on job security, is also threatened by the tide of casualization.

At one time we might have depended on collegial bodies such as university senates to address this crisis. But senates and senate-like bodies — increasingly dominated by university officials — have failed to resist this tide, or to take seri-

ously its consequences. Academic staff associations are starting to address contingency at the bargaining table through negotiating the size of the faculty complement and seniority rights.

CAUT's position is that associations should bargain for staffing requirements that support the full range of academic responsibilities, regardless of the nature of the appointment.

Leslie Jermy argues that a first step in addressing these issues is to put an end to the fiction of part-time work. But we cannot stop there. Regular academic staff must join forces with contract colleagues or witness the decline of the entire profession. We must press our unions, associations, employers and governments to recognize the human and economic costs of casualizing labour. We must also incorporate contract academic staff into the leadership of our associations and unions, and to this end CAUT Council voted to establish a new standing committee on contract academic staff. ■

LE MOT DE LA PRÉSIDENTE

Le travail académique n'a rien de précaire

Par PENNI STEWART

Il est de pratique courante, dans le milieu académique, d'établir une distinction nette et tranchée entre le travail à temps plein et celui à temps partiel. Or, à son assemblée du mois dernier, le Conseil de l'ACPPU a reçu une motion qui nous met au défi de repenser cette nomenclature. Soumise par la section locale 3902 du SCFP à l'Université de Toronto, cette motion appelle l'ACPPU à remplacer dans ses politiques, clauses modèles et communications les termes « à temps partiel » et « à temps plein » par les termes « permanent » et « contractuel » pour désigner le personnel académique.

La professeure Leslie Jermy, l'une des auteurs de la motion, siège au comité consultatif du personnel académique contractuel, qui rend compte au Comité de direction de l'ACPPU, et représente les membres de l'Unité 3 du SCFP 3902. Elle a constaté, lors des conférences et des autres manifestations organisées par l'ACPPU, que les membres du corps professoral étaient couramment désignés comme étant à temps plein ou à temps partiel comme si ces catégories rendaient bien compte de la réalité du travail académique actuel. En fait, soutient-elle, si le terme « à temps plein » peut encore

s'appliquer à une catégorie de titulaires de postes menant à la permanence et de postes contractuels à temps plein, il est trompeur de décrire le reste des effectifs — la main-d'œuvre occasionnelle de plus en plus nombreuse — comme étant « à temps partiel ».

« Le poste que j'occupe ne s'apparente en rien à un travail à temps partiel », affirme la professeure Jermy, qui donne régulièrement trois ou quatre cours d'anthropologie d'une durée d'un an, pour la plupart à l'Université de Toronto. Elle enseigne sous contrat depuis qu'elle a obtenu son doctorat il y a 15 ans. Bien que son syndicat ait réussi à négocier plusieurs mesures de protection, Leslie doit tous les ans reposter sa candidature aux cours qu'elle dispense, et c'est sans compter le flot d'atteintes à la dignité, petites et grandes, qui sont associées au statut de « précaire ».

Elle dispose « dans la mesure du possible » d'un espace de travail, elle reçoit peu d'aide, voire aucune, pour la préparation de ses cours ou l'encadrement de ses étudiants, elle bénéficie d'une sécurité d'emploi et d'avantages sociaux limités, et, c'est là sans doute l'élément le plus important, son salaire lui permet à peine de joindre les deux bouts. Et par surcroît, comme elle enseigne toute l'année, elle doit re-

noncer aux vacances.

Le personnel académique précaire est en outre vulnérable aux vicissitudes du marché de l'éducation. Un certain nombre d'universités, y compris celle où Leslie travaille, ont annoncé récemment qu'elles allaient mettre fin à des programmes de langues, dont bon nombre des cours sont dispensés par des professeurs contractuels. Malgré sa lourde charge d'enseignement, Leslie poursuit assidûment ses activités de recherche, d'érudition et de service et consacre ainsi la plus grande partie de sa vie à son travail. Faut-il alors s'étonner que les récentes études sur la conciliation travail-vie mettent en évidence le lourd tribut que payent les membres du personnel académique contractuel par le biais du stress et de problèmes de santé.

La longue carrière de Leslie au rang de professeure contractuelle est assez représentative de celle que poursuit le personnel académique de plus en plus précaire au Canada et dans le reste du monde. Cette année, plus de 75 % des postes académiques pourvus dans les établissements d'enseignement américains ne mènent pas à la permanence. Ce pourcentage avoisine les 80 % dans le monde entier et atteint 50 % dans les plus grandes universités canadiennes. À l'instar de Leslie,

les nombreuses personnes qui sont arrivées sur le marché du travail au début des années 1990 comptaient pouvoir postuler des postes conduisant à la permanence une fois que la cohorte des professeurs embauchés dans la seconde partie de la décennie 1960 partirait à la retraite.

Mais c'était sans prévoir le mouvement de restructuration qui s'opérerait à l'échelle internationale dans le secteur de l'éducation supérieure à mesure que les gouvernements engagés sur la voie du néolibéralisme intégreraient des modèles d'entreprises dans les universités et les collèges tout en réduisant les dépenses par étudiant. Cette restructuration ne s'est pas faite systématiquement, pas plus qu'elle n'a été la conséquence inévitable de ralentissements économiques ou d'une bataille perdue face au financement public des soins de santé. Elle était plutôt l'annonciatrice d'une nouvelle orientation stratégique pour les gouvernements.

La précarisation est en train de saper les bases mêmes de la profession académique en créant une main-d'œuvre à deux paliers où une minorité exerce tous les volets du véritable travail académique et la majorité précarisée dispense la plus grande partie de l'enseignement au premier cycle. Dans certaines

provinces, on songe même à passer à l'étape ultérieure dans la création d'établissements consacrés exclusivement à l'enseignement. La vague de précarisation menace aussi la liberté académique, pourtant considérée depuis longtemps comme tributaire de la sécurité d'emploi.

À une certaine époque, nous aurions pu nous en remettre aux instances collégiales comme les senats des universités pour remédier à cette crise. Mais les senats et les organes apparentés, de plus en plus dominés par les dirigeants de ces établissements, n'ont pas su contenir cette vague ni en prendre les conséquences au sérieux. Les associations de personnel académique ont commencé à faire face aux impondérables en cherchant à négocier la taille des effectifs académiques et les droits d'ancienneté.

L'ACPPU estime que les associations devraient négocier des besoins en effectifs qui permettent d'exécuter la gamme complète des fonctions académiques, quelle que soit la nature du poste occupé.

Selon Leslie Jermy, pour s'attaquer à ces questions, il faudrait commencer par mettre un terme à la fiction que constitue le travail à temps partiel. Mais nous ne pouvons nous arrêter là. Les membres du

McMaster Librarians Join CAUT

CAUT's association base just got a little bigger with delegates at its April 2010 council meeting endorsing the membership application of the McMaster University Academic Librarians' Association.

The 26-member group of academic librarians unionized in the face of continuing challenges at McMaster and the association membership voted unanimously in March to join CAUT.

"Academic librarians are facing a good deal of turmoil across Canada, and we're looking forward to working more closely with the new McMaster librarians' union," said CAUT executive director James Turk.

"With MUALA's membership, CAUT now has 73 local association members and along with the three federated member associations, our totality represents 65,000 academic staff at 122 Canadian universities and colleges." ■

Version française à la page A5.



McMaster University Academic Librarians' Association vice-president Nick Ruest attends CAUT Council in Ottawa April 22.

Poll Shows Canadians Value Higher Education

A new poll shows almost eight in 10 Canadians think a post-secondary education is more important than ever, with most citizens uneasy about its rising costs.

The Harris-Decima poll, commissioned by CAUT and the Canadian Federation of Students, also shows most people think tuition fees should be frozen or lowered, while more than 50 per cent of respondents said governments should spend more on post-secondary education even if it means paying more income taxes; 27 per cent disagreed.

"Most Canadians understand very well the challenges facing universities and colleges and are prepared to pay more taxes if it will help get more students in the doors and improve the quality of education," said CAUT associate executive director David Robinson.

Seventy-two per cent of respondents said they trust university and college teachers, and respect their views on post-secondary education policy more than university and college executives or governments.

"These findings provide evidence that academic staff have a great deal of standing with the public, and can have a positive influence on how the public views the major issues affecting the sector," says Robinson.

When polled about whether conditions should be attached to federal transfers for post-secondary education instead of letting provinces do as they please with the money, almost 70 per cent of Canadians overall said "yes."

CAUT has long lobbied for a post-secondary education bill modeled on the Canada Health Act that would impose conditions on transfers to ensure they are spent in ways that enhance the accessibility and quality of university and college education. ■

SURVEY METHODOLOGY

Results are based on telephone interviews with 2,000 Canadian adults, conducted April 8-19, 2010. The margin of sampling error is 2.2 percentage points.

Version française à la page A6.

CAUT Journalism Awards Go to Writers at Toronto Sun & Ryerson Free Press

NORA Loreto and Rebecca Granovsky-Larsen writing for the Ryerson Free Press and veteran Toronto Sun reporter Sharon Lem scooped CAUT's 9th excellence in education journalism awards.

The Ryerson team shared the win in the student category for a story exposing the Conservative Party's attempts to take over student unions and undermine the provincial network of student-run Ontario Public Interest Research Groups, a subject, one member of the awards jury said, "is markedly underrepresented in the news."

Lem won the professional news award for an in-depth feature article on how students were faring during the recession in an environment where funding cutbacks and a lack of jobs have created major hardship.

"I think as a society we have had to make difficult choices, and unfortunately that has meant a significant investment gap in education," said Lem, in accepting her award April 24 at CAUT's council meeting.

"With the demand for post-secondary education rising, students are often forgotten but they should be at the top of the list. They are the future," she said.

The winning news stories were chosen by jurists Mike Gasher, an associate professor and director of the journalism department at Con-

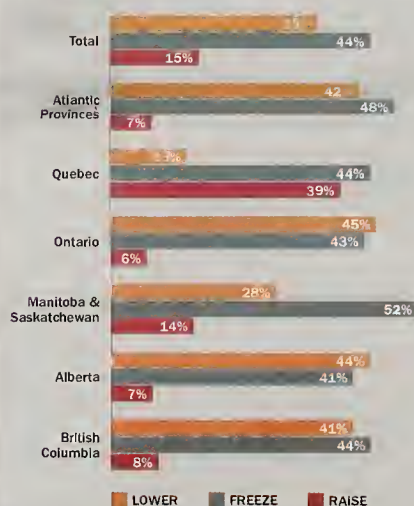


Recognizing the best of education stories for 2009 — Our happy winners, from left to right, Rebecca Granovsky-Larsen, Nora Loreto & Sharon Lem at the awards ceremony in Ottawa April 24.

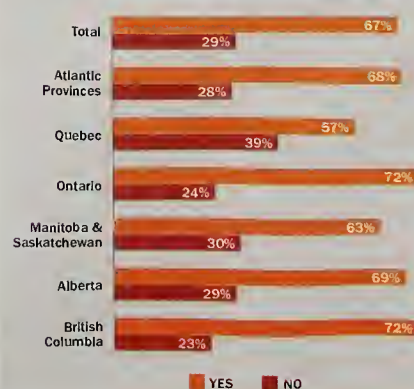
cordia University, Jeff Sallot, who joined Carleton University's school of journalism and communication in 2007 after a long reporting career with the Globe and Mail; and, James Winter, a professor in the department of communication, media and film at the University of Windsor.

The CAUT awards celebrate the best in post-secondary education journalism. Awards are presented annually for the works of Canadian journalists in the student media and in the professional print and broadcast media. Each award carries a \$1,000 prize. ■

Lower, freeze or raise tuition fees?



Should conditions be attached to federal transfers for PSE?



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NEWS ACTUALITÉS

CAUT Honours Brock's Barry Grant as Distinguished Academic

BARRY Grant, a professor of film studies at Brock University, is CAUT's 2010 Distinguished Academic Award recipient for excellence in teaching practice, scholarly achievements and service work that extends beyond the campus.

Announcing the award winner, CAUT past president Greg Allain said the three-member jury unanimously chose Grant for the award.

Allain said Grant was singled out by his students and peers as an exceptional teacher. "As proven by the many testimonials the jury received, Dr. Grant is known as an accomplished teacher, who has excelled in motivating and inspiring his students," he said. Grant's innovative and student-centered teaching methods recently earned him a university award for teaching excellence and a top honour from the international Society for Cinema & Media – the Pedagogy Award.

Over his 34-year career, Grant is also credited with having a "remarkable" research, scholarly and creative agenda and is "perhaps the most prolific scholar of film studies and popular culture in Canada," according to the award jury. He has published 25 books and more than 150 book chapters, refereed articles and entries in Canadian, American and British encyclopaedias and reference works and is a sought-after speaker at events around the world. Among his various accomplishments, he is a recipient of two research recognition awards.

Throughout his professional career Grant has served his institution in a number of roles including as first chair of the fine arts department at Brock, director of the film studies program for almost a decade and at occasional periods as acting dean of humanities.

He also previously served on the executive of the Brock University Faculty Association in several capacities and during his presidency in



Holding the Distinguished Academic Award, Barry Grant poses for a photo with family members at CAUT's annual meeting in Ottawa, on April 24, 2010.

2005 was an integral part of the team during crucial negotiations for a new collective agreement. He has served on the editorial boards of several film and media journals and as editor-in-chief of an international encyclopaedia on film history and theory. He also is a film series editor for Blackwell Publishers, and Wayne State and Cambridge University presses.

When he's not in the classroom or conducting research, he might be found writing a column on film for the media, hosting an Indie film fest, or volunteering with the Elderhostel programs in the community.

"Dr. Grant has truly manifested excellence in all three areas of academic life as evidenced continuously by his contributions and is clearly deserving of CAUT's top

distinction," Allain said. "We are pleased to give him the Distinguished Academic Award."

Grant was presented with the award and a \$1,000 honorarium during a ceremony at CAUT's council meeting on April 24. His award acceptance address to council delegates will be online at CAUT's web site later this month. ■

Le Prix d'excellence académique de l'ACPPU remis à Barry Grant

BARRY Grant, professeur d'études cinématographiques à l'Université Brock, est le lauréat 2010 du prix de l'ACPPU qui récompense l'excellence d'une personne dans les trois domaines de la vie académique, à savoir l'enseignement, les réalisations savantes et les activités de service qui dépassent le cadre du campus.

En annonçant le nom du lauréat de cette année, le président sortant de l'ACPPU, Greg Allain, a indiqué que la candidature de M. Grant avait fait l'unanimité au sein du jury de trois membres. Il a souligné que les étudiants tout comme les collègues du professeur sont particulièrement élogieux à son égard, le considérant tout comme un enseignant exceptionnel.

« Comme en attestent les nombreux témoignages reçus par le jury, M. Grant est reconnu comme un pédagogue accompli, passé maître dans l'art de motiver et d'inspirer

ses étudiants », a observé M. Allain. Ses méthodes d'enseignement novatrices et centrées sur l'étudiant lui ont valu de recevoir récemment un prix universitaire d'excellence en enseignement de même que le grand prix de pédagogie de l'organisme international Society for Cinema & Media Studies.

M. Grant se distingue également par la qualité « remarquable » de ses travaux de recherche, d'érudition et de création. Selon le jury du prix, il est « peut-être le chercheur le plus prolifique au Canada dans le domaine des études cinématographiques et de la culture populaire ». Depuis le début de sa carrière de 34 ans, il a publié 25 livres et plus de 150 chapitres de livres, articles revus par un comité de lecture et rubriques dans des encyclopédies et ouvrages de référence canadiens, américains et britanniques; il est invité à titre de conférencier à des colloques dans le

monde entier; il est lauréat de deux prix d'excellence en recherche.

Au fil de sa carrière professionnelle, M. Grant a assumé plusieurs rôles au sein de l'Université Brock : il a été notamment le premier directeur du Département des beaux-arts, directeur du programme d'études cinématographiques pendant près d'une décennie ainsi que doyen par intérim de la Faculté des lettres et des sciences humaines à quelques occasions.

Il a aussi joué un rôle actif au sein du comité de direction de l'association du personnel académique de l'Université Brock à plusieurs titres. Au cours de sa présidence en 2005, il a participé aux négociations cruciales qui ont permis de signer une nouvelle convention collective. Il a siégé aux comités de rédaction de plusieurs revues bien connues dans le domaine du cinéma et des médias, et il a été rédacteur en chef d'une encyclopédie

universelle de l'histoire et de la théorie du cinéma. Il est actuellement rédacteur pour des collections cinématographiques chez Blackwell Publishers, la Wayne State University Press et la Cambridge University Press.

Lorsqu'il n'est pas en train de dispenser ses cours ou de conduire ses recherches, il travaille à une variété d'autres activités communautaires, entre autres comme rédacteur de chroniques de cinéma, présentateur à un festival de films indépendants ou bénévole aux programmes Elderhostel.

« Le professeur Grant fait véritablement preuve d'excellence de façon soutenue dans les trois domaines de la vie académique et mérite sans aucun doute cette prestigieuse distinction », a déclaré M. Allain. « C'est avec un immense plaisir que nous lui décernons le prix d'excellence académique de l'ACPPU. » ■

McMaster : les bibliothécaires adhèrent à l'ACPPU

L'ACPPU compte une association de plus dans ses rangs. Lors de l'assemblée du Conseil qui s'est tenue le mois dernier, les délégués ont en effet approuvé la demande d'adhésion de l'association des bibliothécaires de l'Université McMaster.

Après avoir décidé de former un nouveau syndicat pour faire face aux enjeux qui les concernent à McMaster, les 26 bibliothécaires membres de l'association ont voté à l'unanimité, en mars, en faveur de leur adhésion à l'ACPPU.

« Nous nous réjouissons à la perspective de collaborer de plus près avec le nouveau syndicat des bibliothécaires de McMaster, d'autant plus que les bibliothécaires des établissements postsecondaires au Canada sont en proie actuellement à de profonds bouleversements », a dit le directeur général de l'ACPPU, James Turk.

L'ACPPU regroupe maintenant 73 associations locales et trois associations fédérées, et représente 65 000 membres du personnel académique en poste dans 122 universités et collèges au Canada. ■

English on page A1.

Le travail académique n'a rien de précaire

→ Suite de la PAGE A3

personnel académique permanent doivent faire front commun avec leurs collègues contractuels, sans quoi ils assisteront au déclin de la profession tout entière. Nous devons presser nos syndicats, associations, employeurs et gouvernements de prendre la mesure réelle des coûts humains et économiques qu'entraîne la précarisation de la main-d'œuvre. Nous devons également intégrer le personnel académique contractuel dans les rangs de la direction de nos associations et syndicats. C'est pourquoi, à cette fin, le Conseil de l'ACPPU a voté en faveur de la création d'un nouveau comité permanent du personnel académique contractuel. ■

Menace de blâme

→ Suite de la PAGE A1

fortement les membres de la communauté universitaire au Canada et à l'étranger à refuser des postes ou à participer à des conférences ou colloques savants à l'un ou l'autre des deux établissements.

« Le blâme est une sanction très sérieuse à laquelle nous avons rarement recouru », a déclaré M. Turk. « En fait, l'ACPPU ne l'a pas imposé contre une grande université de recherche depuis l'affaire Marlene Webber qui s'est produite à l'Université Memorial en 1979. » ■

NEWS ACTUALITÉS

Sondage : les Canadiens estiment l'éducation supérieure importante

SECON un nouveau sondage, près de huit Canadiens sur dix estiment plus important que jamais d'acquiescer une éducation postsecondaire et la majeure partie de la population canadienne s'inquiète du coût de plus en plus élevé des études à ce niveau.

Le sondage Harris-Décima réalisé pour le compte de l'ACPPU et de la Fédération canadienne des étudiants et étudiants révèle également que la majorité des Canadiens sont favorables à un gel ou à une baisse des frais de scolarité.

Plus de la moitié des répondants croient que les gouvernements devraient consacrer plus d'argent à l'éducation postsecondaire, même s'il faut pour cela hausser les impôts, tandis qu'une proportion de 27 % des répondants est en désaccord avec une telle affirmation.

« La plupart des Canadiens comprennent très bien les enjeux auxquels font face les universités et les collèges et sont disposés à payer plus d'impôts dans la mesure où cela peut contribuer à améliorer la qualité de l'éducation et permettre à un

plus grand nombre d'étudiants de poursuivre des études supérieures », a indiqué le directeur général associé de l'ACPPU, David Robinson.

Soixante-douze pour cent des répondants disent avoir confiance dans les professeurs d'université et de collège et respecter les opinions de ces derniers sur les politiques à mener en matière d'éducation postsecondaire davantage que celles des dirigeants des établissements d'enseignement ou des gouvernements.

« Ces constatations montrent que les membres du personnel académique jouissent de la grande considération du public et qu'ils peuvent avoir une influence positive sur la perception publique des grands enjeux qui touchent le secteur », affirme M. Robinson.

À la question de savoir s'il y a lieu d'assortir de conditions les transferts fédéraux au titre de l'éducation postsecondaire plutôt que de donner aux provinces toute latitude pour dépenser cet argent, près de 70 % des Canadiens répondent par l'affirmative.

L'ACPPU exerce depuis longtemps des pressions pour faire adopter une loi sur l'éducation postsecondaire conçue sur le modèle de la Loi canadienne sur la santé, qui exigerait des provinces qu'elles dépensent les transferts fédéraux de manière à accroître l'accessibilité et la qualité des études universitaires et collégiales. ■

MÉTHODE D'ENQUÊTE

Le sondage téléphonique a été réalisé du 8 au 19 avril 2010 auprès de 2 000 adultes canadiens. La marge d'erreur de cet échantillon est de 2,2 %.

English on page A4.

Censure Lifted at First Nations U

DELEGATES at CAUT's Council meeting in Ottawa last month voted unanimously to lift the censure against First Nations University of Canada.

CAUT acted to impose censure in November 2008 — a step that hadn't been used in almost 30 years — amid concerns over governance issues that had brought about attacks on academic freedom and allegations of financial mismanagement.

« Back in 2008 we took that very serious step hoping it would help encourage change, and that change has come, » CAUT executive director James Turk told delegates.

Under the leadership of newly-elected Chief Guy Lonechild, the Federation of Saskatchewan Indian Nations has made marked changes over the past two months that have addressed concerns about the university's governance structure, and built a new partnership agreement

involving First Nations University, the University of Regina and the Government of Saskatchewan to ensure financial and administrative accountability.

« Now that these reform efforts have been taken, the biggest threat to the university's survival is the federal government, which so far has refused to restore full funding, » Turk said.

« We were once one of the loudest voices in the country when it came to calling for changes at First Nations University. Those changes have been made, we're backing the changes, and now is the time for the government to do its part. »

With the lifting of censure, academic staff in Canada and internationally will no longer be discouraged from accepting appointments or invitations to participate in conferences and other events at the institution. ■

Levée du blâme contre l'Université des Premières Nations

LES délégués au congrès national de l'ACPPU qui s'est tenu le mois dernier à Ottawa ont voté à l'unanimité pour la levée de la sanction de blâme contre l'Université des Premières nations du Canada (UPNC).

L'ACPPU avait imposé ce blâme en novembre 2008 — sanction qui n'avait pas été appliquée depuis près de 30 ans — sur fond de préoccupations suscitées par des problèmes de gouvernance qui mettaient en péril la liberté académique et par des allégations de mauvaise gestion financière.

« Nous avons eu recours à cette sanction extrêmement sérieuse en 2008 dans l'espoir de susciter des changements, et ceux-ci se sont finalement produits », a indiqué aux délégués le directeur général de l'ACPPU, James Turk.

Sous la direction du nouveau chef élu Guy Lonechild, la Fédération des nations indiennes de la Saskatchewan a apporté au cours des deux derniers mois des améliorations marquées à la structure de gouvernance de l'université et

a conclu une nouvelle entente de partenariat avec l'Université des Premières nations, l'Université de Regina et le gouvernement de la Saskatchewan en vue d'assurer la responsabilisation financière et administrative.

« À présent que ces efforts de réforme ont été entrepris, le gouvernement fédéral, par son refus de rétablir le financement intégral, demeure la plus grande menace pour la survie de l'université », a souligné M. Turk.

« Nous avons été au pays l'un des intervenants qui ont réclamé avec le plus de vigueur des changements à l'Université des Premières nations. Ces changements ont été apportés et nous les appuyons. Le gouvernement fédéral doit maintenant faire sa part. »

Suite à la levée de la sanction de blâme, les membres de la communauté académique au Canada comme à l'étranger ne seront plus encouragés à refuser des postes ou des invitations à participer à des conférences et à d'autres manifestations dans cette université. ■

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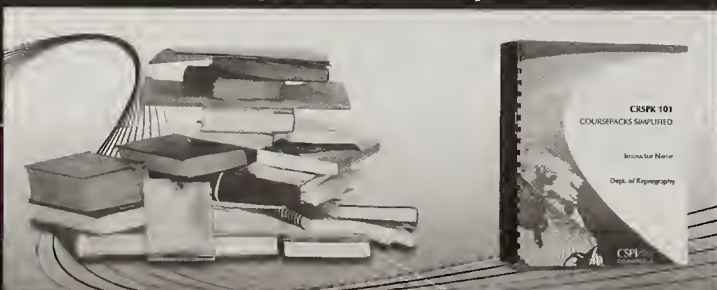
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Censure Watch

→ From PAGE A1

is acceptable to all parties, and to offer to meet again to explore options or take whatever other action we can to assist, » he said, adding « [o]ur objective is to ensure that Dr. Reynolds is treated appropriately and in our view that means being restored to the position he held before these inappropriate actions were taken — that of a tenured, geographically full time, full professor of medicine. »

If formal censure is imposed in November, CAUT will actively discourage academic staff in Canada and internationally from accepting

appointments or invitations to participate in scholarly meetings or conferences at either institution.

« Censure is a very serious and rarely used tool, » Turk said. « CAUT hasn't had to censure a major research university since the case of Marlene Webber at Memorial University in 1979. » ■

ON THE NET

The 51-page report for the Larry Reynolds inquiry available at www.caut.ca/uploads/Report_Reynolds_2010.pdf.

RELATED ARTICLE

CAUT Bulletin January 2009
« CAUT Expands Reynolds Inquiry »

NEWS ACTUALITÉS

Market Model Could Lead to Disaster

→ From PAGE A2

If they fail, it will be the "fault" of teachers, because students will have no responsibility for their own intellectual development.

At the moment, the onus to improve quality rests entirely with academic staff. But without students also being called on to take responsibility, quality cannot improve. To believe otherwise would be to work according to a spurious concept of communication, where "customers" are simply empty vessels that we fill up with knowledge, skills and dispositions, so all we need to do is find better modes of delivery. This is absurd.

The student-teacher relationship requires work on both sides. To be a student, one is required to study. Customers, on the other hand, simply provide custom. They have no responsibility, but act, so it is believed, entirely under their own volition. Add to this the increasing pressure on departments to make sure students don't fail because they don't want to look bad in the market for new customers, and we have a recipe for disaster.

To maintain quality in times of "fiscal restraint," we must challenge this dogma. Historically the university has always been an institution linked to governance and economic growth, but it has also been a place where dogma has been overturned; a counterweight to the perceived common sense of the time.

Looking at the future of the university therefore means holding on to elements of its past. The quality of the student-teacher relationship has produced innovative thought and creative problem-solving that the customer model could never match. Such a relationship still exists at my university, but it needs reaffirming, not usurping.

If we are not careful, the one factor that will help UK universities through the trouble ahead will have been lost by the time the next crisis comes around. After all, the world hasn't changed: the dogmatic thinking that brought us to this point remains unchecked. ■

Neal Curtis is lecturer in critical theory and cultural studies, University of Nottingham.

This article first appeared in the 4 March 2010 edition of Times Higher Education. Reprinted with permission.

The views expressed are those of the author and not necessarily CAUT.

COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libelous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an opinion and not a "life story." First person is not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

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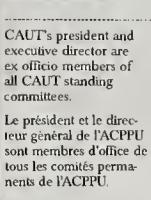
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The first person listed above for each standing committee is the committee chair. Pour chaque comité permanent, la personne en tête de liste est celle qui le préside.

CAUT Distinguished Academic AWARD

The CAUT Distinguished Academic Award recognizes an academic who has excelled in each of the three principal aspects of academic life: teaching, research and service to the institution and to the community. The recipient will be an individual whose teaching, research and service has contributed significantly to the lives of students, to their institution, to their field of study and to the community.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is June 30, 2010.

Nominators should submit a letter explaining the rationale for the nomination and give detailed information on the nominee's record in teaching, research and service. It is essential that the nominator provide information for each of these three areas as excellence in all three is a requirement for eligibility for the award. The nominator should also include documentation that would help the jury in its decision making. It is the responsibility of the nominators to provide all necessary information as the jury will review only the material it receives.

Nominations will be adjudicated by a jury of the most recent former presidents of CAUT. The jury's recommendation will be made to the full Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council. The address will be subsequently published by CAUT. The recipient will receive a \$1,000 honorarium with the award.

Please send nominations by mail, fax or email to:
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PRIX d'excellence académique DE L'ACPPU

Le Prix d'excellence académique de l'ACPPU souligne le travail d'un membre du personnel académique qui a excelle dans chacun des trois principaux aspects de la vie universitaire ou collégiale : l'enseignement, la recherche et les services à l'établissement et à la communauté. Le lauréat ou la lauréate sera une personne qui, par ses enseignements, recherche et services, aura contribué de façon marquée à la vie de ses étudiants, de son établissement, de son domaine d'étude et de la communauté.

Les candidatures peuvent être soumises par toute personne, association membre ou autre partie intéressée. La date limite pour le dépôt des candidatures est le 30 juin 2010.

Les auteurs d'une proposition de candidature doivent joindre au dossier une lettre qui justifie la candidature ainsi qu'une description détaillée des activités et réalisations de la personne proposée dans les domaines de l'enseignement, de la recherche et des services. Il est essentiel que cette information porte sur chacun de ces trois domaines parce que l'une des conditions d'admissibilité au prix est d'avoir excelle dans les trois. Les auteurs d'une proposition de candidature doivent aussi inclure les documents qui pourraient aider le jury dans sa prise de décisions. Ces auteurs ont la responsabilité de fournir tous les renseignements utiles parce que le jury n'examinera que la documentation reçue.

Les candidatures seront évaluées par un jury formé des plus récents anciens présidents de l'ACPPU. La recommandation du jury sera soumise à l'approbation du Conseil à son assemblée d'automne.

Le prix sera remis lors de l'assemblée plénière du Conseil de l'ACPPU. Le lauréat ou la lauréate sera invité(e) à prononcer devant le Conseil une allocution que l'ACPPU publiera par la suite. Il ou elle recevra des honoraires de mille dollars en plus du prix.

Veuillez adresser les candidatures à :
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CAREERS CARRIÈRES

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A

■ ACCOUNTING – University of Waterloo. The School of Accounting and Finance at the University of Waterloo invites applications for two definite-term appointments at the rank of Lecturer, one in the area of accounting and one in the area of finance. Candidates require previous teaching experience in a post-secondary institution. Preference will be given to candidates with industry experience and a graduate degree in the areas of accounting and finance (e.g., an MBA). A professional designation in accounting or finance is also an asset. Duties include teaching, program development, and administration. Salary will depend on a candidate's qualifications. Effective date of appointment: July 1, 2010. UW Policy 76 (Faculty Appointments) allows for the possibility of appointment at the rank of Continuing Lecturer. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, interested candidates are required to include a curriculum vitae and the names and contact information of three references with the curriculum vitae to complete an on-line application at <https://hronline.uwaterloo.ca/OPAS/SAR/>. Applications should be directed to Jim Barnett, Director, School of Accounting and Finance, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Review of

applications will continue until the positions are filled; screening of applications will be begun on May 1, 2010.

■ ANTHROPOLOGY – University of Waterloo. The Department of Anthropology, University of Waterloo, seeks a cultural anthropologist for a 2-year definite term position at the rank of Assistant Professor, beginning September 1, 2010. The successful candidate will have a PhD in cultural anthropology, teaching experience, and an ongoing research program, and should be prepared to teach courses in indigenous peoples in Canada and elsewhere, religion and spirituality, and other topics in cultural anthropology. The department has a flourishing undergraduate program and a joint MA Program in Public Issues Anthropology with the University of Guelph. The successful candidate will be expected to contribute to the graduate program. Salary is commensurate with qualifications and experience. The closing date for receipt of applications is June 5, 2010. Send curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication to: Professor Harriet Lyons, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. Electronic submissions are encouraged and should be submitted to: hrlyons@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

applications will continue until the positions are filled; screening of applications will be begun on May 1, 2010.

■ CHEMICAL ENGINEERING – University of Waterloo. The Department of Chemical Engineering at the University of Waterloo invites applications from outstanding candidates for a tenure track position at the level of Assistant Professor in the areas of computational fluid dynamics, modeling of multi-scale systems or process control. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/She is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontario. The Department currently has 34 full-time faculty members conducting research in the following seven theme areas: Biomedical and Biomedical Engineering, Interfacial Phenomena, Colloids and Porous media, Green Reaction Engineering, Nanotechnology, Process Control, Statistics and Optimization; Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 150 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 28,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to: Professor T.A. Duver, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Ave. West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ CHEMICAL ENGINEERING (LECTURER) – University of Waterloo. The Department of Chemical Engineering invites applications from outstanding candidates for a three-year definite term position at the rank of Lecturer. Applicants should hold a PhD in Chemical Engineering and be eligible for Professional Engineering registration in Ontario. All applicants must have a proven ability or excellent potential for outstanding teaching in chemical engineering. Industrial experience would be considered an asset. The successful applicant is expected to have excellent communication skills and be able to teach a wide variety of undergraduate chemical engineering subjects primarily in the first and second year. Following the University of Waterloo policy, at the conclusion of the three-year definite term, a continuing appointment as a Lecturer will be considered. The Department currently has 34 full-time faculty members conducting research in the following seven theme areas: Biomedical and Biomedical Engineering, Interfacial Phenomena, Colloids and Porous media, Green Reaction Engineering, Nanotechnology, Process Control, Statistics and Optimization; Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 150 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 28,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca.

individuals, including women, members of visible minorities, native peoples and persons with disabilities.

C

■ CHEMICAL ENGINEERING (LECTURER) – University of Waterloo. The Department of Chemical Engineering invites applications from outstanding candidates for a three-year definite term position at the rank of Lecturer. Applicants should hold a PhD in Chemical Engineering and be eligible for Professional Engineering registration in Ontario. All applicants must have a proven ability or excellent potential for outstanding teaching in chemical engineering. Industrial experience would be considered an asset. The successful applicant is expected to have excellent communication skills and be able to teach a wide variety of undergraduate chemical engineering subjects primarily in the first and second year. Following the University of Waterloo policy, at the conclusion of the three-year definite term, a continuing appointment as a Lecturer will be considered. The Department currently has 34 full-time faculty members conducting research in the following seven theme areas: Biomedical and Biomedical Engineering, Interfacial Phenomena, Colloids and Porous media, Green Reaction Engineering, Nanotechnology, Process Control, Statistics and Optimization; Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 150 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 28,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca.

Advertising Closing Dates \ Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
September 2010 septembre	August 04 août 2010	August 25 août 2010
October 2010 octobre	September 01 septembre 2010	September 22 septembre 2010
November 2010 novembre	October 06 octobre 2010	October 27 octobre 2010
December 2010 décembre	November 03 novembre 2010	November 24 novembre 2010
January 2011 janvier	December 01 décembre 2010	December 22 décembre 2010
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March 2011 mars	February 02 février 2011	February 23 février 2011
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The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict or has in fact restricted academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5500 or visit www.aaup.org.

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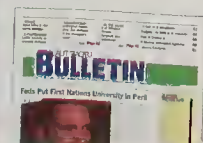
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Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethnique, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le Comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement post-secondaire dans le cas où le tenancier de ces annonces ou les pratiques de cet établissement démontrent l'intention d'une restriction de la liberté académique (ou restreignent en fait celle-ci).

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements post-secondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5500, ou de visiter www.aaup.org.

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CAREERS CARRIÈRES

cants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chertoff School of Computer Science), Mechanical Engineering and Systems Design Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering, and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer Engineering with expertise in one or more of these areas: networks on chip, fault tolerance/robustness, hardware/software co-design, application processors, reconfigurable systems, and human/computer interaction with a computer engineering perspective; 2. VLSI with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chertoff School of Computer Science), Mechanical Engineering and Systems Design Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering, and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING (ELECTRONIC DESIGN AUTOMATION) – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems design, system-level design methodologies for synthesis, simulation and performance; design automation for biological systems and bio-inspired CAD. Applicants should have earned a doctoral degree in Electrical/Computer Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chertoff School of Computer Science), Mechanical Engineering and Systems Design Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering, and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING (SYSTEMS & CONTROL) – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline or an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chertoff School of Computer Science), Mechanical Engineering and Systems Design Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering, and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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in experience, excellent organizational and communication skills, and a working knowledge of French. A knowledge of lexicographic, electronic language reference databases and new technologies in lexicography would be an asset. Consideration will be given to both education and experience. Applicants should send a letter of application and curriculum vitae, and should arrange for three referees to write directly to: Professeur Marie Strazielle, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Applicants are encouraged to consult the Human Resources website of Queen's University (<http://www.queensu.ca/employment>), competition #2010-040, and the website of the Strathclyde University (<http://post.queensu.ca/strath/>) for additional information. The deadline for receipt of applications is May 15, 2010. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply. The University of Waterloo is an equal opportunity employer. Canadian citizens and Permanent Residents will be given priority.

FINANCE – Saint Mary's University. The Sobey School of Business at Saint Mary's University is seeking a full-time, permanent position in Finance at the Assistant or Associate Professor level. The position will begin on January 1, 2011, as soon as the successful candidate is available for a budgetary approval. The successful candidate will possess, or be near completion of, a PhD in Finance. Candidates are expected to possess strong teaching skills and a commitment to research excellence. A strong research record and contributions to the profession are essential. The successful candidate will be expected to teach at both graduate and undergraduate levels, in addition to conducting and supervising research. The successful candidate will also be expected to contribute to the school's MBA and MFin programs. The Sobey School of Business at Saint Mary's University is a member of the Association of MBAs (AMBA) and AACSB. It is the largest business program in the Atlantic provinces and offers a PhD in Finance. The successful candidate will be expected to teach at both graduate, masters and PhD levels. The Sobey School is located in a modern facility providing state-of-the-art technology for classrooms. Excellent database resources are provided for research, including access to Datastream, Bloomberg, Compustat and Global Vantage. Saint Mary's is located in the heart of historic Halifax, Nova Scotia, the major educational and commercial centre on Canada's eastern seaboard. The campus is located in a recreational, historical and cultural setting, and to other major urban centres in Canada and the North Atlantic States. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. The successful candidate is committed to principles of employment equity and encourages applications from all qualified individuals, including women, visible minorities and people with disabilities. Rank and salary will be commensurate with qualifications and experience. Candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.



UNIVERSITY OF SASKATCHEWAN

DEAN, COLLEGE OF LAW

Located on one of Canada's most beautiful campuses, the University of Saskatchewan is internationally recognized for its contributions to teaching, scholarship, research, and innovation. An institution on the move, with a growing reputation and high aspirations, the U of S is poised to become one of the country's pre-eminent research-intensive universities. The academic community comprises more than 18,500 undergraduate and graduate students, 1,100 faculty, and 6,400 staff and its 17 colleges and schools offer an array of discipline-based, inter-disciplinary, and professional programs. For more information about the University of Saskatchewan, please visit: www.usask.ca.

Established in 1912, the College of Law is the oldest university law school in western Canada. With a long and distinguished history of excellence in teaching, research and innovation, the College is committed to providing high quality legal education. The exceptional faculty members are recognized globally for their expertise and the College is continually expanding its areas of academic pre-eminence in areas such as transnational commercial law, environment and sustainable resources, and Aboriginal law. The College continues to enjoy a unique and long-standing relationship with the Saskatchewan legal profession. With significant support from the profession, the College opened a beautiful new addition in 2008. The new building has received recognition for its advanced environmental features, and is the first LEED Gold building in Saskatchewan.

Reporting to the Provost, the Dean of the College of Law will provide a vision and leadership to a College distinguished in scholarship and teaching. S/he will have a passion for excellence in research and teaching as well as a highly developed understanding of law and contemporary practice, legal scholarship, and continuing professional development. The ability to advocate for the College both internally and externally is critical. The new Dean will have excellent interpersonal skills and will excite and engage faculty, staff, students and others in the continuing growth of the College and its emergence as a leading law school in Canada. An LL.M. or professional equivalent is required.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal peoples, people with disabilities and visible minorities) are encouraged to apply.

To learn more about this exciting leadership opportunity, call Maureen MacLean or Maureen Geldart at the Geldart Group: (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to info@thegeldartgroup.com. Review of applications will commence in mid May.

THE GELDART GROUP
Executive Search & Leadership Consulting

Les Carrières >

CAREERS CARRIÈRES

and the names (with contact information) of four referees. Referees will be contacted for their input in the short-term. The successful review of applications that will commence on May 14, 2010 and continue until the position is filled. Applications should be sent to: Chair, Departmental Search Committee, Department of Geography & Environmental Management, Faculty of Environment, University of Waterloo, Waterloo, ON N2L 2G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ GEOTECHNICAL ENGINEERING – University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Geotechnical Engineering at the rank of Assistant or Associate Professor. Candidates should have a strong background in numerical simulation, rock mechanics, physical modeling or testing, soil structure interaction, or material characterization. The successful candidate must complement the Geotechnical Engineering and Geomechanics Research Group which presently includes work with interests in micro-mechanics, geomechanics, analysis and design of buried infrastructure, geomaterial characterization, non-destructive testing, catastrophic landslides, geohazards, and geo-environmental engineering. Applicants with a PhD in Civil Engineering or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability to give presentations for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students and secure research funding, and to teach undergraduate and graduate courses in a wide range of geotechnical subjects. The successful candidate will be responsible for teaching, numerical modelling, and earth structures engineering. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, e-mail addresses, telephone and FAX number of at least three referees. Send to: Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

H

■ HISTORY – Saint Mary's University. The Department of History at Saint Mary's University invites applications for a nine-month sessional appointment at the Assistant Professor level in American History. The successful candidate will be responsible for teaching our introductory surveys, the "History of the United States to 1865" and "History of the United States since 1865," as well as upper level courses in American History to be determined in consultation with the department. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including Atlantic Canada Studies, Asian Studies, Women's Studies, International Development Studies,

and Irish Studies. We also enjoy a close relationship with the local museum and educational community embodied by a Public History component of our program. For further information visit our web page: <http://www.stmarys.ca/academic/arts/history>. The appointment will commence on September 1, 2010. Applicants must have a completed Ph.D. and be near completion and research considerable promise in teaching, research and scholarly publication. Applicants should send a letter of application, a curriculum vitae, a list of three academic referees, and a writing sample to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Fax (902) 420-5141. E-mail: history@smu.ca. The Department will begin reviewing applications on April 15. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents; nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

■ HISTORY – University of Saskatchewan. The Department of History at the University of Saskatchewan requests applications for the Elizabeth and Cecil Kent Post-Doctoral Fellowship in the History of Britain and the British world. This fellowship is tenable for two years, commencing September 1, 2010. The terms of the fellowship stipulate that it is open to any new scholar working in the field of British History and/or the history of the British world. Applicants must have completed all the requirements for a PhD in history by August 31, 2010. The successful applicant will be engaged with a new research project of his or her own design. She or he will work under the supervision of Professor Chris Kent, a specialist in nineteenth and twentieth century British cultural, intellectual, social and women's history. While his area of expertise is very broad, it is not intended that the fellowship be limited to those working in similar or complementary areas of British history. The University of Saskatchewan library's collections are extensive and strong in the field of British and imperial history. The position carries an annual salary of \$28,000 with a research allowance of \$3,000 per annum. As part of the University of Saskatchewan regulations governing post-doctoral fellowships, this is primarily a research position, but fellows are permitted to teach one 3-credit unit course per year. Such teaching, paid at the sessional rate of \$6,000 per 3-credit unit course would be in addition to the POF salary, and dependent upon the History Department's annual timetabling requirements and budgetary matters. The Department of History at the University of Saskatchewan is a very strong, mid-sized department of twenty-two full time faculty members with a vibrant research culture, a large graduate program (with 32 PhD students and 40 MSc students) and a commitment to excellence in undergraduate teaching. Faculty members work in a range of thematic areas, including: medicine, science and alchemy, Native/Northern/Aboriginal, environmental, intellectual and cultural, historical geography, modernity, society, politics and gender; policy and sexuality and urban history. The University of Saskatchewan is located in Saskatoon, Saskatchewan, a growing city with a diverse and thriving economic base, a thriving arts community and a wide variety of leisure opportunities. The University has a reputation for excellence in teaching, research and scholarly activities, and offers a full range of undergraduate, graduate, and professional programs to a student population of about 20,000. The University of Saskatchewan is a member of the Association of Universities, the College of Arts & Sciences offers a dynamic combination of programs in the humanities and fine arts, the social sciences and the sciences. There are over 6,000 undergraduate and graduate students in the College and 350 faculty, including 12

Canada Research Chairs. The College emphasizes student and faculty research, interdisciplinary programs, community outreach and international opportunities. The University of Saskatchewan is committed to employment equity. We therefore encourage applications from members of designated groups (women, Aboriginal people, visible minorities and people with disabilities) and we urge them to self-identify on their applications. All qualified candidates will be considered but Canadians and permanent residents will be given priority (please indicate your status). Candidates should have completed their doctorate within the past five years (2005-present). They should have a proven record of scholarly publication and a plan for a research program that expands upon their doctoral research. Applications should include a cv, letters of reference from three referees, a brief research proposal (under 1000 words), a writing sample and proof of a completed PhD. Please arrange for applications and supporting letters to be sent directly to: Dr. Valerie J. Konek, Head, Department of History, University of Saskatchewan, 9 Campus Dr. Saskatoon, SK S7N 5A5. Email: valerie.konek@usask.ca. Closing date for applications: June 1, 2010.

■ HISTORY – Saint Mary's University. The Department of History at Saint Mary's University invites applications for a nine-month sessional appointment at the Assistant Professor level in Latin American History. The successful candidate will be responsible for teaching an introductory survey as well as upper level courses to be determined in consultation with the Department. The successful candidate will be joining a Department with a vigorous research culture, a strong faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. The Department provides vital support for the university's interdisciplinary programs, including Atlantic Canada Studies, Asian Studies, Women's Studies, International Development Studies, and Irish Studies. It also enjoys a close relationship with the local museum and educational community embodied by a Public History component of our program. For further information visit our web page: <http://www.stmarys.ca/academic/arts/history>. The appointment will

commence on September 1, 2010, subject to budgetary approval. Applicants must have a completed PhD or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should submit a signed letter of application, a cv, teaching dossier (including evidence of teaching effectiveness), a sample of recent scholarly writing or publications, graduate school transcripts, and contact information for three referees to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Fax: (902) 420-5141. E-mail: history@smu.ca. The Department will begin reviewing applications on May 1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents; nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

J

■ JOURNALISM – University of Western Ontario. The Faculty of Information and Media Studies (FIMS) at the University of Western Ontario invites applications for a full-time, Limited-Term appointment at the rank of Lecturer or Assistant Professor, for a term of up to twelve months. The position begins September 1, 2010. Salary will be commensurate with previous performance, qualification and experience in accordance with the Collective Agreement. The successful candidate will teach six half courses per academic year and carry out assigned duties related to committees and other service within the Faculty, but will not be expected to engage in research and scholarly publication. Minimum qualifications are evidence of excellence in teaching in the field, a Master's degree from a relevant discipline at or near completion, or equivalent, and/or some graduate training beyond the Master's degree. A very strong record of professional experience in television and radio production, including both news gathering and documentary work, is essential. Knowledge of and experience in online or new media journalism is an increasingly important asset. The suc-

cessful candidate will teach in the MA program in Journalism, helping graduate students with both the practice and the critical analysis of journalism, especially in the television and radio areas of specialization. The successful candidate will also have the ability to teach in the undergraduate program in Media, Information and Technology. The Faculty of Information and Media Studies is a vibrant, expanding faculty comprising more than 45 full-time faculty members and 22 non-academic staff. It currently offers an undergraduate program in Media, Information and Technology (MIT) with an enrolment of about 900 students, as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, an MA and PhD in Media Studies, and a joint MA program in Popular Music and Culture. Information about the Faculty and descriptions of its courses are available at <http://www.fims.uwo.ca>. The University of Western Ontario is one of Canada's foremost research intensive universities with some 30,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, sample publications, names and addresses of three referees, and a cover letter outlining their interest in the position by June 1, 2010 to: Dr. Thomas Carmichael, Dean, Faculty of Information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, CANADA, N6A 5B7. Phone: 519-661-3542; Fax: 519-661-3546. E-mail: tcarmicha@uwo.ca. Commensurate salary and commensurate salary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates should be encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

K

■ KINESIOLOGY – University of Waterloo. The Department of Kinesiology is currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology beginning after July 1, 2010. The suc-

cessful candidate must have expertise in a field related to clinical musculoskeletal biomechanics, such as kinesiology, neuropsychology, physiology, medicine, rehabilitation, and engineering. Areas of research expertise may include, but are not limited to, musculoskeletal modeling, gait analysis, impact, vibration exposure, tissue injury, rehabilitation biomechanics, and the study of optimal motion and motor patterns for enhanced performance or reduced risk of injury. Applicants with a fundamental research focus including health and pathological populations with potential clinical applications are especially encouraged to apply. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, and evidence of potential for excellence in teaching related to clinical musculoskeletal biomechanics and tissue injury in addition to advancing a personal research program. Candidates will have the opportunity to work as part of a multi-disciplinary team engaged in research in human biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the Centre for Research Excellence for Prevention of Musculoskeletal Disorders and the Schlegel-Wurzburg Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range will vary commensurate with qualifications and experience. Applications will be accepted until the position is filled. Interested applicants should send curriculum vitae and arrange for three letters of reference to be sent to: Professor J.W.E. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.



NMR Laboratory Supervisor

The Department of Chemistry at the University of Alberta invites applications for a Faculty Service Officer (FSO) Level II or III position.

Reporting to the Chair of the Department, the NMR Laboratory Supervisor is responsible for the management and planning of a multimillion dollar, state-of-the-art Nuclear Magnetic Resonance (NMR) Facility (for more information visit www.chem.ualberta.ca). This FSO position will oversee the day-to-day operation of the facility, coach and mentor staff and instruct users involved in NMR spectroscopic studies as the facility is used for both research and teaching purposes. The scope of NMR research is very wide; from biomolecules to inorganic complexes. The NMR facility and its staff measure approximately 2,500 research samples per year. This position will be directly involved in collaborative or independent research utilizing NMR, will work in close collaboration with key faculty members and will also have significant interactions with external users, equipment manufacturers and other related facilities on campus.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

McMaster-Mohawk Joint Venture | Bachelor of Technology Partnership

The McMaster-Mohawk Bachelor of Technology Partnership invites applications for a teaching-track position, to teach in both the Bachelor of Technology (B.Tech.) and Electrical and Computer Engineering programs in

Energy Engineering Technologies

Experience in power electronics is required. The successful applicant will teach courses in both the B.Tech. program and in McMaster's Bachelor of Engineering program and will be required to be actively engaged in laboratory development.

Description of the B.Tech. program and its curricula are available on the Bachelor of Technology Partnership website: <http://btch.mcmastermohawk.ca>

An initial appointment will be made for a period of three years. Candidates must have at least a master's degree and preferably a doctoral degree in the field of specialization. Candidates must possess excellent communication skills and a strong commitment and demonstrated ability in classroom instruction. Experience in teaching engineering, technology, science or mathematics courses at the university level is essential; relevant industrial experience is an asset. Registration as a Professional Engineer of Ontario, or

eligibility to acquire registration in Canada, is an essential qualification. *Review of applications will begin immediately and continue until the position is filled.*

Send an application letter, your curriculum vitae, graduate transcripts, a statement of teaching philosophy, and the names and addresses of three professional references to: Ian Murray, Executive Director, McMaster-Mohawk Bachelor of Technology Program, ETS 121, McMaster University, Hamilton, Ontario, Canada, L8S 0A3 or at info@mcmastermohawk.ca. Applications will be accepted until the position has been filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

Research with a view

16-04-10/20

Vancouver Island University invites applications from emerging researchers who are acknowledged by their peers as having the potential to lead in their field, and who wish to be considered for nomination for a Tier II Canada Research Chair, in any of the areas listed below:

- Aboriginal Education, Leadership, and Community Engagement
- Ecosystem Based Management with demonstrated interdisciplinary competence in ecosystem science and the human dimensions of resource management (including First Nations)
- Health and Wellness
- Internationalization and Campus Engagement

For full details please check the website <http://www.vlu.ca/HumanResources/postings>



VANCOUVER ISLAND UNIVERSITY

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McMaster University
ENGINEERING

MOHAWK
COLLEGE OF APPLIED ARTS AND TECHNOLOGY

CAREERS CARRIÈRES


www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Faculty of Liberal Arts & Professional Studies

ENGAGING OPPORTUNITIES

Become part of the Faculty of Liberal Arts & Professional Studies (LA&PS), a diverse community committed to building an ever more engaged student body. Larger than many universities in Canada, the Faculty offers 59 undergraduate and 23 graduate programs taught by over 1,250 full- and part-time faculty who provide a quality learning experience for some 25,000 undergraduates and 1,800 graduate students. Within its 21 academic units, LA&PS brings together Canada's most comprehensive group of disciplinary and interdisciplinary academic programs and researchers in social sciences, humanities and related professional programs.

Place yourself in the company of faculty who see their research, teaching and university citizenship as integral to their profession, where a perpetually evolving array of programs enlighten and serve students, while contributing to the greater society and facilitating the creation of new knowledge. LA&PS has forged mutually supportive ties with its local and global neighbours that your participation as an educator will help extend. Make the most of this engaging opportunity. Apply now.

The application deadline for all positions is **May 17, 2010**, although late applications may be accepted for unfilled positions. The start date for all positions is July 1, 2010 or later, unless otherwise specified. All positions are full-time teaching appointments with a teaching load of three full-year courses or equivalent, and they terminate June 30, 2011. All York University positions are subject to budgetary approval. For full position details and contact information, visit www.yorku.ca/acadjobs/

All applications must include a covering letter, CV, a writing sample and three letters of reference (which may be sent separately), and be mailed to the relevant Director or Chair, at: **York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3.** E-mail submissions will not be accepted.

ONE-YEAR CONTRACTUALLY LIMITED APPOINTMENTS

Administrative Studies

The School of Administrative Studies (www.yorku.ca/laps/sas/) invites applications for up to five positions from qualified candidates with a PhD (preferred), a minimum of a relevant graduate degree and several years of demonstrated excellence in teaching at the university level. A relevant professional designation is an asset. Positions are available in:

- **Management (two positions):** the majority of the regular teaching load will be dedicated to 1000-level introductory courses.
- **Accounting (three positions):** 1) Advanced Financial Accounting, 2) Auditing and Management Information Systems, and 3) Taxation. The taxation position will commence January 1, 2011.

Apply to **Paul Evans, Director, School of Administrative Studies, Room 282, Atkinson.**

Communication Studies

The Department of Communication Studies (www.yorku.ca/laps/comm/) invites applications from qualified candidates with a completed PhD in a relevant discipline to teach in its Critical Technology Studies program. The successful candidate will be expected to teach three full-year courses, likely: 1) Information and Technology; 2) Feminist Perspectives on Media and Technology; and 3) either television as Culture and

Communication or Resistance and Subversion on the Internet. A demonstrated capacity to teach effectively in large-lecture formats is a considerable asset. Apply to **David Skinner, Chair, Department of Communication Studies, Room 3063, TEL.**

English

The Department of English (www.yorku.ca/laps/en/) invites applications from qualified candidates with a PhD in a relevant discipline, at or near completion, to teach in its Professional Writing program. The successful candidate will have demonstrable expertise in composition pedagogy and experience with teaching composition at the university level, as well as professional experience or academic preparation in the field of institutional communications. She/he will be expected to teach courses in Introductory and Advanced Institutional Communications and in Style and Argument. Apply to **Art Redding, Chair, Department of English, Room 208, Stong College.**

Equity Studies

The Department of Equity Studies (www.yorku.ca/laps/des/) invites applications from qualified candidates with a PhD in a relevant discipline to teach in its Human Rights and Equity Studies (HREQ) program. The successful candidate will have research expertise in the area of Human Rights from a global social justice discipline, and bring demonstrable teaching excellence to a General Education course and two required HREQ courses: 1) Introduction to Human Rights and Equity Studies (ethical foundations and theoretical perspectives); and 2) Human Rights and the Global Economy (globalization, and role of states, international institutions, corporations and civil society in protecting or threatening human rights). Apply to **Merle Jacobs, Chair, Department of Equity Studies, Room 302, Atkinson.**

French Studies

The Department of French Studies (www.yorku.ca/laps/fr/) invites applications from qualified candidates with a diploma (master's minimum) in the teaching of French. The position is in French as a Second Language, with particular emphasis on the Department's first-year intake course for future specialists. The successful candidate will have demonstrable experience with first-year students, experience with technology-enhanced language learning, and demonstrated expertise with the direction of multi-section language courses. Apply to **Diane Woody, Chair, Department of French Studies, Room N727, Ross.**

Humanities

The Department of Humanities (www.yorku.ca/laps/huma/) invites applications for two positions from qualified candidates with a completed PhD in a relevant discipline to teach in its programs in the following fields and contribute to York's innovative Children's Studies Program:

- **Contemporary Children's Culture:** Candidates will be able to approach the study of contemporary children's culture from an international, child-centred perspective pertaining to one or more of the following areas: popular culture, arts and media, interrelationships with the natural environment, digital and visual aspects of culture.
- **Children's Literature (joint appointment with English):** The successful candidate will be cross-appointed to both

Departments. Candidates are required to have a depth and breadth of knowledge in the historical development of children's literature, its significance in children's lives, and its impact on cultural identity. In addition, the candidate should have a critical, international, comparative perspective on children's literature grounded in contemporary theory.

Apply to **Patrick Taylor, Chair, Department of Humanities, Room 206, Vanier College.**

Human Resource Management

The School of Human Resource Management (HRM) (www.yorku.ca/laps/shrm/) invites applications from qualified candidates with a PhD or a master's degree in a relevant discipline, significant practical experience in the field, and a demonstrated record of excellent teaching at the university level. The School is seeking a generalist who demonstrates a capacity to teach a range of courses in the HRM area, which may include: Training and Development, Occupational Health and Safety, Strategic Human Resource Management, and Leadership and Managerial Skills. Apply to **Monica Belcourt, Director, School of Human Resource Management, Room 123, Atkinson.**

Philosophy

The Department of Philosophy (www.yorku.ca/laps/phil/) invites applications from qualified candidates with a PhD, at or near completion, in a relevant discipline to contribute to its program in the fields of Ethics and/or Epistemology. The successful candidate will have demonstrable expertise in undergraduate teaching in a variety of formats. Range across several fields of philosophical inquiry is a considerable asset. Apply to **Robert Myers, Chair, Department of Philosophy, Ross, 5448.**

Sociology

The Department of Sociology (www.yorku.ca/laps/soci/) invites applications for two positions from qualified candidates with a PhD, at or near completion, in a relevant discipline, to contribute to its program in the following field areas:

- **Sociology of Health and Health Care:** The successful candidate will have a record of excellent undergraduate teaching and demonstrable expertise in Health and Health Care, and in Health Care Delivery, and will display sufficient range to undertake other health-related courses. A secondary field of expertise is a considerable asset.
- **Sociological Theory:** The successful candidate will have a record of excellent undergraduate teaching and sufficient demonstrable expertise in Sociological Theory as to undertake one or more sections of the Department's required second-year course in the field. A secondary field of expertise is a considerable asset.

Apply to **Margaret Beare, Chair, Department of Sociology, Room 2060, Varti Hall.**

Social Science

The Department of Social Science (www.yorku.ca/laps/ssosc/) invites applications for up to six positions from qualified candidates with a PhD, at or near completion, in a relevant discipline, and an interdisciplinary background in the social sciences or related areas to teach in its programs in the following fields:

CARRIÈRES



McGill



Liber Ero Chair in Environment School of Environment

The McGill School of Environment (MSE) (www.mcgill.ca/mse) invites applications for the Liber Ero Chair in Environment at McGill University in Montreal, Canada. The appointment is expected to be at the rank of Full Professor. The Chair holder will also be cross-appointed in department(s) in Faculties of Agricultural and Environmental Sciences (www.mcgill.ca/arts), Law (www.mcgill.ca/law) or Science (www.mcgill.ca/science), depending on areas of expertise. This position is intended to have a transformative influence both on research and education within the MSE and McGill University, and on environmental challenges at the national and international levels.

The MSE was founded on the principle that the resolution of current and future environmental problems requires a highly integrated and interdisciplinary approach that is informed by both the natural and applied sciences and the social sciences and humanities. The MSE uses this approach as we train the next generation of leaders through a set of novel, interdisciplinary undergraduate and graduate programs, and through innovative interdisciplinary research in environment.

The Chair holder will have an internationally recognized record of environmental research at the intersection of the natural or applied sciences and the social sciences or humanities. He/she will have demonstrated success in attracting research funding and strong graduate students as well as excellence in teaching at both the graduate and the undergraduate levels. In addition, the Chair holder should have experience in engaging colleagues across a wide spectrum of academic disciplines with those in the public and private sectors, in a research agenda that informs public policy responses to critical environmental problems such as biodiversity, ecosystem functioning and services, climate and energy, disease and environment, environmental ethics, food security, and water.

Applicants should provide a letter of intent, a summary of research interests (including proposed research program), a complete curriculum vitae, copies of three representative publications, and the names of at least three references by September 15, 2010 to the Director of the McGill School of Environment, Professor Marilyn E. Scott. Email applications are encouraged (menlyen.scott@mcgill.ca) but hard copy applications can also be mailed to:

Dr. Marilyn E. Scott, Director
McGill School of Environment
McGill University
3534 University Street
Montreal QC H3A 2A7 Canada

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

McGill University, founded in Montreal, Quebec, in 1821, is Canada's leading post-secondary institution. It has two campuses, 11 faculties, 10 professional schools, 300 programs of study and more than 33,000 students. McGill attracts students from more than 160 countries around the world.

*Liber Ero means "I will be free"

www.mcgill.ca

Careers >

L

LIBRARIAN (REFERENCE & INSTRUCTION) — York University, York University Libraries invite applications for the position of Reference & Instruction Librarian in the Scott Reference Department, a tenure-stream appointment. Details are available at: <http://webpage.yorku.ca/academic/chp/leiw/leiwposition.asp?positionnumber=1103>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

M

MANAGEMENT — Saint Mary's University. The Sobey School of Business at Saint Mary's University invites applications for a tenure-track appointment in entrepreneurship/small business management at the Assistant Professor rank. The position will begin on July 1, 2010 or January 1, 2011. The ideal candidate's primary teaching and research expertise will be in the entrepreneurship and small business management areas. To contribute to the development of the School's programs, we are especially interested in candidates with a strong academic competency in one or more of the following areas: strategic management, international business, organizational theory, organizational behavior, business ethics/social responsibility or environmental management. Candidates are expected to have completed, or be near completion of, a PhD in entrepreneurship/small business management or a closely related area. Candidates must have strong methodological/analytical skills, and show potential for research productivity and teaching excellence. The successful applicant will be expected to teach at both the undergraduate and graduate levels, in addition to conducting and supervising research that contributes to the School's MBA and PhD programs. The Sobey School of Business at Saint Mary's University is a balanced teaching/research institution. It has a strong entrepreneurship program in the Atlantic provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. It is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 350,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centers in Canada and the Northeastern United States. For information about the University and School, please see our website at <http://www.sobey.smu.ca>. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity, and encourages applications from qualified women and men, aboriginal peoples, visible minorities and peoples with disabilities. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should furnish an up-to-date curriculum vitae, a letter outlining teaching and research competencies in the entrepreneurship and small business management areas, their adjunct areas of expertise, the

names/contact information of three references, their citizenship/permanent residence status and any other material they wish to be considered by email. Application materials should have ESB Application Mgmt SMU as the subject field and the email should be sent to both Dr. Russel Summers (mg.chardsummers@smu.ca) and Ms. Sandra Fougere (sandra.fougere@smu.ca). Consideration of applications will begin on April 1, 2010 and continue until the position is filled.

MANAGEMENT — York University. The Schulich School of Business at York University has an opening for a three-year contractually limited appointment in Management commencing July 1, 2010. We are seeking an individual with a proven track record of outstanding teaching at the MBA level and evidence of the development of innovative pedagogy for management as well as strong interpersonal and team building skills. Applicants must demonstrate their ability to design and teach a world class course in leadership including critical and strategic thinking, ethics and sustainability as well as collaborate in enriching the experience of MBA students across their program. The successful applicant will have a PhD in or organizational behaviour or management. Applicants must send an application letter, a curriculum vitae and three signed letters of reference by June 1, 2010 to: Professor Polina Bradshaw, Organization Studies Area Coordinator, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3, (or by email to polina.bradshaw@schulich.yorku.ca). This position is subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply for the provisions of the North American Free Trade Agreement (NAFTA).

MANAGEMENT SCIENCES (CHAIR) — University of Waterloo. Nominations and applications are invited for the position of Chair of the Department of Management Sciences at the University of Waterloo. The successful candidate will play a crucial role in leading the department through a period of rapid growth and shaping the direction of the department as Waterloo Engineering embarks on its next phase of strategic planning. A dynamic and growing interdisciplinary department, Management Sciences currently has more than 20 faculty members and will expand to more than 30 faculty members within the next three years. An immediate priority will be supporting the growth and action of the department's popular new undergraduate program in Management Engineering. The department offers an excellent environment for teaching and research, including access to outstanding undergraduate and graduate students and laboratory and office space. To accommodate recent and anticipated growth in the Faculty of Engineering, several additional new buildings are underway. Enrolment in the department's new undergraduate program already exceeds 150 students. Enrolment in the recently expanded graduate program, which draws both Canadian and international students, exceeds 200 masters and PhD students. Graduates of all programs are highly sought after by government, academia and industry. The University of Waterloo is located in the attractive two-university city of Waterloo (population 120,800) in southwestern Ontario, about

one hour west of Toronto. Researchers benefit from close connections with the many high-tech companies in Waterloo Region and from the University of Waterloo's unconditional intellectual property policy, which vests the rights with the inventor. The successful candidate will have a PhD and the academic qualifications required for an appointment as a tenured faculty member in the Faculty of Engineering. Demonstrated leadership abilities are required. An undergraduate degree in engineering would be an asset. Applications and nominations should include a curriculum vitae, references, and a statement of capabilities and qualifications. Applicants will be considered until the position is filled. Send applications and nominations to: Dr. Adil S. Sedra, Dean, Faculty of Engineering, University of Waterloo, 200 University Avenue, West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

MECHANICAL & MECHANOTRONICS ENGINEERING (NANOTECHNOLOGY) — University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Collaborative Graduate Program in Nanotechnology. Applicants are sought with research background in the general area of nanomaterials and experience in one or more of the following research areas: nanoscale surfaces/interfaces, processing, characterization and properties of nanostructured materials, nanomechanics, nanoscale sensing materials and technologies. Research in other areas that support nanoscale materials engineering, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Materials Science and Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Department of Mechanical and Mechatronics Engineering, supervising graduate and undergraduate student research, and undertaking applied research in a broad area of nanotechnology. Send your full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Email: mechanisms@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty, Department and the Collaborative Graduate Program in Nanotechnology can be found at www.engr.uwaterloo.ca, www.mme.uwaterloo.ca, and www.mme.uwaterloo.ca/grad/Nano.php. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

and Poverty; Politics of Addiction. The Health and Society program is an interdisciplinary liberal arts program, which uses different critical theoretical approaches to understand health and health care within their social, historical, political, economic and cultural contexts.

International Development Studies: The position is open to scholars with a background in a variety of regional specializations, but the successful candidate will have a strong competence in undergraduate teaching and his or her course load will include a third-year Development Studies Research Methods course and one or more fourth-year International Development Studies Seminars.

Critical Criminology candidates, apply to Margaret Beare, Chair, Sociology, Room 2060, Vari Hall. All others, apply to Richard Welfen, Chair, Department of Social Science, 5753, Ross.

Social Work

The School of Social Work (www.yorku.ca/laps/sowk/) invites applications for up to five positions from qualified candidates possessing a PhD in Social Work or a related field and extensive paid social work experience to contribute to the program in various field areas. The successful candidates will be able to teach from a critical perspective in a variety of subject areas in the BSW and MSW programs. Candidates should have knowledge of, and experience working with, diverse and marginalized populations, together with a clear appreciation and understanding of the mission statement of the School, especially in the areas of critical theory and social justice. Apply to Wilburn Hayden, Director, School of Social Work, Room 1017, Kinsmen Building.

Women's Studies (joint appointment with Sociology)

The School of Women's Studies (www.yorku.ca/laps/wmsst) invites applications from qualified candidates with an interdisciplinary background in Women's and Sexuality Studies or related areas to teach courses on gender and sexuality. The successful candidate will have a PhD at the meeting points of Sociology and Women's Studies, a publication record in gender and sexuality studies, and demonstrable excellence in undergraduate teaching. The candidate will teach the equivalent of three full-year courses divided between the Department of Sociology and the School of Women's Studies. Apply to Bettina Bradbury, Chair, School of Women's Studies, Room 206, Founders College.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs, or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply for the provisions of the North American Free Trade Agreement (NAFTA).

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Business and Society (two positions):

Each successful candidate will be responsible for teaching courses drawn from among the following: Business and Society; The Social Economy; Economics of Law, Policy and Organization; Corporate Social Responsibility; Issues in Business and Society; Alternative Economic Forms and Arrangements; Business Law and Corporate Governance; Ethics and Economics; and Business and Communications. The program offers a critical, social science approach to the study of business rather than a more conventional business school curriculum.

Criminology: The successful candidate will demonstrate a strong competence in undergraduate teaching, and an ability to teach in an interdisciplinary program, and will teach a combination of courses as follows: Criminology Honours Seminar; Contemporary Issues in Criminology; Politics of Crime Prevention and Security; Regulation and Punishment I & II.

Critical Criminology (joint appointment with Sociology): The successful candidate will demonstrate a strong competence in undergraduate teaching, and an ability to teach with an interdisciplinary focus in the Departments of Sociology and Social Science. The candidate will teach a combination of courses drawn from: Criminology Honours Seminar; Contemporary Issues in Criminology; Regulation and Punishment I & II; Politics of Crime Prevention and Security; Women and the Criminal Justice System; Sociology of Policing; Organized Crime; Policing and the Community.

Health and Society: The successful candidate will be able to teach some combination of the following courses: Health Systems in a Global Society; Medicine in North American Society; Health in Crisis; Issues of Health, Environments

CAREERS CARRIÈRES

N

■ NANOTECHNOLOGY ENGINEERING — University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). This initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectroscopy, Raman and nanobiosensors (e.g., nanomedicine, biomaterials)). Other areas, such as nanoelectronics (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The programs involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum

vita, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to Faculty Hiring Coordinating Office, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 2G1, Canada. E-mail: nabuch@nanotech.uwaterloo.ca (Electronic submissions welcome). With a student population of 22,000 and six faculties, the University of Waterloo has been ranked as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

P

■ PATHOLOGY — University of British Columbia. The Department of Pathology and Laboratory Medicine at the University of British Columbia invites applications for a full-time grant tenure track position, at the rank of Assistant Professor. The successful candidate will be a member of the UBC Department of Pathology and Laboratory Medicine (<http://pathology.ubc.ca>) and based in the Department of Molecular Oncology at the BC Cancer Agency (<http://www.bccancer.bc.ca>). Salary will be commensurate with qualifications and experience. The program has interests in clinical cancer genomics, high content screening approaches to pathway analysis and mouse models. The successful applicant will have a research focus in breast and ovarian cancers and closely allied to the interests of other investigators in the program, and a demonstrated potential for excellence in teaching at both the undergraduate and graduate level and supervision of undergraduate and graduate students. The position will suit an investigator with a record of achievement in the areas of applied mathematical statistics and/or computational genome analysis relevant to cancer genomics. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. However, Canadian and permanent residents of Canada will be given priority. Anticipated start date is July 1, 2010 or upon a date to be mutually agreed. Application materials should be submitted as a single combined PDF file with the file name identifying the applicant and should include: 1. A Curriculum Vitae; 2. Publication Record; 3. Evidence of teaching effectiveness; 4. Max 2 page summary of research accomplishments; 5. Max 2 page perspective on future research plans; 6. Three external letters of reference (at least one not from a co-author). Applicants to: Dr. Michael Allard, Professor and Interim Head, Dept of Pathology & Laboratory Medicine, Email: ActingHead@pathology.ubc.ca. Deadline: June 7, 2010.

■ PHARMACY (COMMUNITY HOSPITAL ANTI-MICROBIAL STewardship) — University of Waterloo. The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative

academic excellence while embracing practical "real world" experience. This converging approach to pharmacy analysis and mouse models. The successful applicant will have a research focus in breast and ovarian cancers and closely allied to the interests of other investigators in the program, and a demonstrated potential for excellence in teaching at both the undergraduate and graduate level and supervision of undergraduate and graduate students. The position will suit an investigator with a record of achievement in the areas of applied mathematical statistics and/or computational genome analysis relevant to cancer genomics. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. However, Canadian and permanent residents of Canada will be given priority. Anticipated start date is July 1, 2010 or upon a date to be mutually agreed. Application materials should be submitted as a single combined PDF file with the file name identifying the applicant and should include: 1. A Curriculum Vitae; 2. Publication Record; 3. Evidence of teaching effectiveness; 4. Max 2 page summary of research accomplishments; 5. Max 2 page perspective on future research plans; 6. Three external letters of reference (at least one not from a co-author). Applicants to: Dr. Michael Allard, Professor and Interim Head, Dept of Pathology & Laboratory Medicine, Email: ActingHead@pathology.ubc.ca. Deadline: June 7, 2010.

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Thunder Bay Regional Research Institute

Lakehead UNIVERSITY

Research Chairs in Molecular Imaging and Advanced Diagnostics

Lakehead University, in partnership with the Thunder Bay Regional Research Institute (TBRI), invites applications from internationally recognized and respected scholars to be considered for up to eight (8) TBRI - Lakehead University Research Chairs in molecular imaging and advanced diagnostics. These positions will be tenure-track or tenured and available in any academic rank at the University depending on candidates' qualifications. Candidates will focus on the development of advanced detectors, imaging guided interventions, and probe development/biomarker exploration. The Chairs should have expertise in one or more of the following disciplines including biology, biotechnology, biochemistry, pharmacology, physiology, radiochemistry, chemical or bioprocess engineering, electrical engineering, mechanical engineering, applied physics, medical biophysics, or bioinformatics. The successful candidates will hold a doctoral degree, have excellent research credentials, and have a demonstrated record of securing external research funding. Candidates must be researchers of international stature who can bring an innovative perspective to the University in carrying out and leading research, and contributing to the undergraduate and graduate programs at the University. The Chairs' expertise will complement research under way at TBRI. Lakehead University and TBRI are exploring the development of new Medical Biophysics programs. The Chairs will be integral to the development of such programs.

TBRI is Canada's newest health research institute, located in Thunder Bay, Ontario. It is an independent, not-for-profit research corporation and is a joint-venture partner of Thunder Bay Regional Health Sciences Centre. TBRI's mission is to improve the quality of healthcare through excellence in patient-centered research, pioneering a new standard of excellence in the clinical investigation of novel molecular imaging-based diagnostic technologies for disease prevention, early detection, and image-guided treatment. For further information please access: www.tbri.com

Lakehead University is a comprehensive research-intensive university providing an impressive array of programs in professional areas, arts, and sciences and serves as the west campus of the Northern Ontario School of Medicine. Lakehead University offers on-campus and community-based programs, continuing education and distributed learning, and graduate programs at the Master's and Doctoral levels. The University has an enrolment of approximately 11,000 students at campuses in Thunder Bay and Orillia, with a significant Aboriginal contingent at the Thunder Bay campus. For further information please access: www.lakeheadu.ca

Applications including a curriculum vitae, five-year research plan, three publications that demonstrate a significant contribution to the field, the contact information of 3 referees, a teaching philosophy, and any available teaching evaluations should be mailed to: Dr. Rui Wang, Vice-President Research, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1 or email to: ruiwang@lakeheadu.ca

Review of applications will begin on May 15, 2010 and will continue until the positions are filled.

Lakehead University and the Thunder Bay Regional Research Institute are Equal Opportunity Employers. Priority will be given to Canadian Citizens and Landed Immigrants.

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Diffusez simultanément vos offres d'emploi dans deux médias différents. Les annonces publiées dans le Bulletin de l'ACPU paraissent non seulement dans la section des carrières mais aussi en ligne sur le site travailacademique.ca pendant 30 jours. Pour insérer une annonce de carrière imprimée et en ligne, veuillez communiquer avec notre service de la publicité par téléphone (613-820-2270) ou par courriel (ads@caut.ca).

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tion's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its doors, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research, researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three referees willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experiences in trans-disciplinary research. Please direct complete applications via email to pharmjob@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHYSIOLOGY – Northern Ontario School of Medicine. A new medical school and joint venture of Laurentian and Lakehead Universities, the Northern Ontario School of Medicine (NOSM) has main campuses in Sudbury and Thunder Bay, and multiple teaching and research sites distributed across Northern Ontario. The Division of Medical Sciences of the Northern Ontario School of Medicine invites applications for a tenure-track position in Physiology. The successful candidate will have biomedical expertise related to one or more of the human systems (endocrine, gastrointestinal, musculoskeletal, nervous, reproductive, for example). The appointment will be at the Lakehead campus in Thunder Bay and will be at the rank of Assistant Professor. The successful candidate will be expected to teach undergraduate medical students in a case-based curriculum, undertake trans-disciplinary research, and participate in administrative activities. The minimum requirements are a PhD or MD including relevant postdoctoral experience. Remuneration is competitive and will be based on qualifications and experience. This position is subject to budgetary approval. Review of applications will begin May 1, 2010 and will be continue until the position is filled. The successful applicant will be expected to take up the position by September 2010. Further information about the Northern Ontario School of Medicine is available at <http://www.nosm.ca>. The relevant Collective Agreement can be found on the "Career Opportunities" section. A letter of application accompanied by current curriculum vitae, a one-page summary of teaching interests and philosophy, a one-page summary of research interests, one to three representative publications, and the names of three referees quoting competition #2010-519-BH should be sent to: Northern Ontario School of Medicine, c/o Ramsey Lake Road, Sudbury, ON, P3E 2C6; Attention: Human Resources; Email: HumanResources@nosm.ca; Fax: (705) 675-3800. Contact Information: Should you want to learn more about this opportunity, please contact Dr. Gary Ferroni, Division Head, Medical Sciences at (705) 662-7222 or Email: gary.ferroni@nosm.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Northern Ontario School of Medicine invites applications from all qualified individuals. NOSM is committed

to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

R

REAL ESTATE & INFRASTRUCTURE – York University. The Schulich School of Business at York University has an opening for a three-year contractually limited appointment in Real Estate and Infrastructure commencing January 1, 2011. We are seeking an individual with a proven track record of outstanding teaching and research in real estate or infrastructure of the graduate (MSA) level. The teaching and research shall have a quantitative focus and reflect a sound understanding of real estate finance and investment as well as real estate development from an academic and an industry perspective. Preference will be given to those applicants who have also teaching experience related to Infrastructure. Applicants must demonstrate their ability to design and deliver courses at a world class level and collaborate in enriching the experience of MSA students in the Program in Real Estate and Infrastructure. Applicants must also present an active record of research accomplishments including published papers in recognized journals in the field. The successful applicant will have a PhD in a field related to real estate or infrastructure. Applicants shall send an application

letter, a curriculum vitae and three signed letters of reference by September 1, 2010 to: Professor James McKeel, Academic Director, Program in Real Estate and Infrastructure, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3; (or by email to jmckeel@schulich.yorku.ca). This position is subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/aca/docs/a_o.pdf or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Tenure entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

S

SOCIOLOGY – Saint Mary's University. The Department of Sociology and Criminology invites applications for a contractually limited nine-month appointment at the Assistant Professor level commencing September 1, 2010. We seek a Sociologist who has demonstrated experience teaching courses in introductory sociology, social problems, collective behavior and social movements. Candidates should have a PhD or be near completion. The Department offers undergraduate degrees in Sociology and Criminology as

well as a Master of Arts Degree in Criminology. The University is committed to serving the local, regional, national and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Applicants are asked to include in their packages a curriculum vitae, an example of recent published work, teaching portfolio, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to Dr. Evangelia Tassoglou, Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Consideration of candidates will begin April 30, 2010 and applications will continue to be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

V

VICE-PRESIDENT & ACADEMIC DEAN – St. Jerome's University. St. Jerome's University invites applications or nominations for the position of Vice-President and Academic Dean. St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Catholic university federated with the University of Waterloo since 1960. In addition to the about 1000 undergraduate students registered at St. Jerome's in its Fac-

ulties of Arts and Mathematics, more than 10,000 University of Waterloo students enroll in the courses offered by St. Jerome's each year. Founded in 1865, St. Jerome's University remains committed to a liberal arts undergraduate education that addresses the student as a whole person, including the intellectual, social, and spiritual dimensions. With a complement of 30 full-time faculty members, St. Jerome's University is home to several departments and/or programs of study, some of which are unique within the University of Waterloo: English, History, Italian & French Studies, Medieval Studies, Philosophy, Psychology, Religious Studies, Sexuality, Marriage & Family Studies, Sociology & Legal Studies, and Mathematics. St. Jerome's also offers the Master of Catholic Thought, a graduate theology program. Faculty members are active in undergraduate teaching, committee membership, and a wide range of scholarly research. Students are provided with service and community-based learning and research opportunities through the Centre for Responsible Citizenship, and St. Jerome's University's resident literary magazine, The Quarterly, an award-winning literary journal. Reporting to the President and Vice-Chancellor, the Vice-President and Academic Dean must be an individual with a passion for and demonstrated excellence in research and teaching. He/she must possess superior interpersonal, organizational, administrative and communication skills. The Vice-President and Academic Dean is a tenured professor at the time of application for the

position. The successful candidate has a thorough grasp of the Canadian university system and of the role of Catholic universities within it. The successful candidate is a Catholic who shall personally and professionally uphold the General Norms of Ex corde ecclesiae. St. Jerome's University has a commitment to employment equity and its incorporating and requires that this advertisement be directed to Canadian citizens. Further information about St. Jerome's University and the position can be found at www.sju.ca. Applications should be received by August 15, 2010 with the appointment of the successful candidate to take effect July 1, 2011. Applications, including a letter outlining your suitability for and interest in the position (e.g., qualifications, teaching philosophy, views on research), a curriculum vitae, and the names of three referees should be submitted in confidence to the Chair of the Search Committee. Referees will not be contacted without the consent of the applicant. Ms. Maureen O'Donnoghue, Chair, Search Committee, c/o Trinity McGinnis, Secretary to the Search Committee, St. Jerome's University, 250 Westmount Road North, Waterloo, ON, N2L 3G3 or by email mcginnis@uwaterloo.ca.

ACCOMMODATIONS

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SSHRC Tier 2 Canada Research Chair Position

Lakehead University seeks to attract internationally recognized and respected scholars external to the University to be considered for a SSHRC Tier 2 Canada Research Chair (CRC) within either of the following research areas:

Canada Research Chair in First Nations Literature

The successful candidate for this position will be firmly grounded in, and able to contribute meaningfully to, the aesthetic, political, and cultural discourses and theories applicable to indigenous literature and will work at the intersections of literary study and indigenous cultures. Applications are welcome from candidates whose research focuses on the literary productions of a specific First Nation, such as Anishinabe literature, on First Nations literature, on Native American literature or on a variety of indigenous literatures. While we will consider applications from candidates who focus on any aspect or period of indigenous literature, the ideal candidate will be willing to work with indigenous communities and to produce work that is of direct or indirect benefit to those communities.

Canada Research Chair in Mathematics, Science, and Technology (MST) Education

Candidates will have primary expertise in one of math education, science education or instructional technology, but will also be a leader in interdisciplinary approaches that bring these areas together in ways that research has demonstrated will lead to deeper levels of numeracy, scientific literacy, and critical technological awareness and concomitantly, higher levels of academic achievement. Candidates will have experience working with students and teachers on effective instruction that contributes to the professional development of present and future teachers and/or influences educational policy as related to MST Education. Candidates with expertise in culturally responsive MST Education would be particularly attractive. The Chair is expected to take a leadership role in establishing and facilitating interdisciplinary initiatives in MST Education at Lakehead University.

The successful candidate will hold a doctoral degree and have excellent research credentials and a demonstrated record of, or potential to attract, external research funding. Tier 2 positions are intended for emerging scholars with the potential to retain or achieve international recognition in their fields in the next five to ten years. The successful candidate must also be able to work effectively with undergraduate and graduate students. Candidates must have the necessary qualifications to be appointed as a tenured or tenure-track professor at the Assistant or Associate level. Normally, the Tier 2 CRC competition is open to candidates who have at most ten years experience from the highest degree at the time of nomination.

Lakehead University offers on-campus and community-based programs, continuing education and distributed learning, and graduate studies at the Master's and Doctoral levels. Lakehead is a comprehensive University with over 2,000 faculty and staff, providing an impressive array of programs in professional, arts, and sciences and the west campus of the Northern Ontario School of Medicine. The University has an enrolment of approximately 7,500 students at campuses in Thunder Bay and Orillia, with a significant Aboriginal contingent at the Thunder Bay campus. For further information please access: www.lakeheadu.ca. The Orillia campus, which has just unveiled its first permanent building, will be the first officially recognized Leadership in Energy and Environmental Design (LEED) Platinum university campus in Canada.

Please visit our website at:

<http://hr.lakeheadu.ca/employment.php>

Applications and nominations including a curriculum vitae, five-year research plan, and three publications that demonstrate a significant contribution to the field should be sent to:

Dr. Rui Wang, Vice-President Research, Lakehead University
955 Oliver Road, Thunder Bay, Ontario, Canada P7B 5E1
e-mail: ipelliz@lakeheadu.ca tel: 807-343-8201

In addition, three confidential letters of recommendation should be sent under separate cover to Dr. Wang by the candidate's referees. Review of applications will begin on August 15, 2010.

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC program, please visit the program website at: www.chairs.gc.ca.

Lakehead University is an Equal Opportunity Employer

The CRC program imposes no restrictions with regard to nationality or current country of residence

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COMMENT OPINIONS

COMMENTARY

Reliving the 'Indian Problem' at First Nations U

By JESSE RAE ARCHIBALD-BARBER

PRIME Minister Stephen Harper officially apologized in June 2008 to the tens of thousands of former students of the residential schools system. "We now recognize that it was wrong to separate children from rich and vibrant cultures and traditions — that it created a void in many lives and communities, and we apologize for having done this," he said.

"There is no place in Canada for the attitudes that inspired the Indian Residential Schools system to ever prevail again. You have been working on recovering from this experience for a long time and in a very real sense, we are now joining you on this journey."

Last month, faculty of the First Nations University of Canada gathered to showcase the academic excellence of the school. If anything, this place, this school, provides a way of recovering from past educational policies that the Department of Indian and Northern Affairs imposed on First Nations communities throughout the history of this country.

As a professor in the English department, I teach First Nations and Métis poetry, fiction and drama. One of the main issues we face is the history of the English language itself — and the most critical concern to begin with is that English was the language of the colonizer. But in the words of Emma LaRocque, English is now a tool of decolonization, a universal language of resistance.

That's why it is so important that we teach our students to read, write and think critically about literature, as well as all the other texts we encounter every day. In the English department, we also teach creative writing, because free artistic expression is essential to the human spirit.

In addition to First Nations and Métis literatures, we also look at English Canadian works that attempt to represent Aboriginal concerns, because here we can examine many of the attitudes toward First Nations and Métis peoples that have manifested throughout Canadian history.

The most pressing concern for us today is that Indian and Northern Affairs Canada is sitting by while our school struggles to survive. The department's minister appears to be on a mission. Chuck Strahl told reporters earlier this year about our school: "What is not clear to us, and is not completely evident, is whether all of the planned reforms that are being talked about are going to happen. They've got other issues that so far have not been addressed... and a bunch of other academic problems." (CBC News, 31 March 2010)



He also said "Our government remains committed to helping first nations students access and complete their education — no matter what university they choose to attend." (Globe and Mail, 18 Feb. 2010)

Apparently Strahl believes he knows best how to educate our students — that he has their best interests in mind. We've seen proud men like Strahl before — Ottawa men, who claim to know what is in our and our students' best interests.

There is an early English Canadian writer who is of particular interest to our current situation — Duncan Campbell Scott. Among other things, Scott was a member of a group known as the "Confederation poets" and is considered to be a major figure in early English Canadian literature. But Scott was also deputy superintendent of the Department of Indian Affairs from 1913 to 1932, a department he had served since joining the federal civil service in 1879.

During his time in office, Scott defined the role of the minister and the department's policy toward Indian education for subsequent generations. Most notably, he was a strong proponent of Canada's Residential Schools.

To read some of his more infamous and disturbing statements —

in 1920, Scott wrote: "I want to get rid of the Indian problem. [...] Our objective is to continue until there is not a single Indian in Canada that has not been absorbed into the body politic and there is no Indian question, and no Indian Department, that is the whole object of this Bill." This essentially sums up Scott's Indian educational policy.

And in 1910, Scott also wrote, referring to the high death rate of children in residential schools, "this alone does not justify a change in the policy of this Department, which is geared towards the final solution of our Indian Problem."

Today, history does not look favourably on Scott. Yet those who attempt to redeem him point to his achievements in poetry. Scott did indeed make a major contribution to early English Canadian poetry, but there are some poems that reveal his patronizing attitudes towards First Nations people, namely his works known as "Indian poems."

In one entitled "The Onondaga Madonna" (1898), Scott romanticizes the loss of Native cultures. He describes a Native woman as a "tragic savage" — heroic but ultimately doomed — doomed because Scott depicts her as resisting the transition from her traditions into Canadian society: "Her rebel lips are dabbled with the stains / Of feuds." "The stain of blood on her lips is

a symbol of resistance to the assimilation of her identity into Scott's colonial gaze. But Scott depicts her as already in the process of being assimilated — he describes the child she holds as "the latest promise of her nation's doom."

It is here Scott envisions his colonial policy, as he attempts to redeem mother and child, by depicting them being converted to Christianity — with the figure of the mother and child posing, he gives shape to the archetype of Mother Mary and Baby Jesus. However, the Indian mother still does not passively accept her suffering with humility: her "rebel lips" still seek resistance, and this is further passed on to her child, who "draws his heavy brows and will not rest" — the child will presumably continue to resist assimilation.

Because of this, Scott intimates that the Natives are "doomed" because they will not willingly assimilate to the culture of English Canada.

Even with this brief analysis, one can see how this poem is a classic instance of the English Canadian author, or authority, giving voice to First Nations concerns — to those whom Scott represents as dying. In Scott's view, Indians have everything to gain from assimilating.

The attempt by the Department of Indian Affairs to eliminate the

so-called Indian problem is still ongoing. We are living it today. Right now, Ottawa politicians still cast their gaze across the country and claim to know what is best for Indian education.

Strahl has continually claimed that his primary concern is the education of First Nations students, and that he'll ensure they receive the same education as other Canadians. He sounds noble to some, but, at root, his actions are really a continuation of hundreds of years of colonial policy — an educational policy that has failed again and again throughout our history.

The First Nations University of Canada is, among many things, a response to the Department of Indian Affairs' educational policy. The 34 years of the university have been an interruption in that policy. But you don't just turn around hundreds of years of colonial practices in 34 years — the school must keep going — especially if the government's apology is not to ring hollow. Join us on our journey.

The Prime Minister's apology was important, but the substance of it is not only to be judged in the government's words, but by action. Strahl is playing a game with our futures. Indian and Northern Affairs has us in a corner, waiting to reassert the department's traditional educational policy. Is this the legacy Strahl wishes to leave in this post-apology era? Is this the historic role of the head of Indian Affairs reasserting itself in our time?

Duncan Campbell Scott is considered to be a major literary figure, but because of his actions and policies as head of Indian Affairs, history now looks on him as one of the most regrettable Canadians of our colonial past.

In this new era, what legacy will Strahl leave behind? How will history remember this minister? ■

Jesse Rae Archibald-Barber is an assistant professor of English at First Nations University of Canada.

The views expressed are those of the author and not necessarily CAUT.

COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libelous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an opinion and not a "life story." First person is not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).